

Local Govt. Service

LG3

C1  
JANUARY, 1948

JOINT REFERENCE  
JAN 15 1948  
LIBRARY

JOINT REFERENCE  
JAN 15 1948  
LIBRARY

JOINT REFERENCE  
APR 19 1950  
LIBRARY

**NALGO — and  
the Gas Officer**





## January

January is the month of Resolutions—including those passed at Shareholders' meetings. Companies, firms, private individuals and others engaged in business conduct an annual review, pass resolutions and present their balance sheets. Among the assets shown in balance sheets is "Cash at Bank": it means cash when you want it, where you want it and how you want it—a reminder of the unfailing service given by a modern bank.

MIDLAND BANK LIMITED

**ACHILLE SERRE**  
*Quality Cleaning and Dyeing*  
*plus D.D.T. Mothproofing*  
*plus...*  
**RETEX**

Retex gives a new and lasting lustre to silks and satins, and firmness and resilience to woollens.

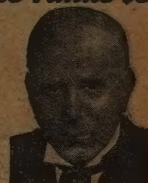
BRANCHES AND AGENTS' IN PRINCIPAL CENTRES.

K/6

**Thousands of School of Accountancy Students have risen from the ranks to**

## SUCCESSFUL CAREERS

as Directors, Managers, Accountants, Company Secretaries, Cost Accountants, Works Managers, Office Managers, Auditors, Company Registrars, Local Government Officers, Stores Controllers, Cashiers, Chief Clerks—and in other Executive Appointments at



J. D. C. MACKAY  
Founder

**SALARIES RANGING FROM £350 TO £2,000 A YEAR**

School of Accountancy Postal Tuition brings success and security to average men and women who have the initiative to qualify for responsible positions. There are also Courses in Business Training for youths and young ladies. Eminent University Lecturers testify to the thoroughness and efficiency of The School's Tuition Service.

**Send for this 170 page FREE GUIDE to Careers**



which is the most valuable book ever published on careers in Commerce, Industry and Public Service. Like thousands of other men and women you can date success in your career from the day you send for this free book.

Read the inspiring records of The School's Students in every branch of administration and in Matriculation, Professional and Commercial Examinations. Learn how you can obtain free advice from the Careers Adviser.

**The School of Accountancy**

100 REGENT HOUSE GLASGOW, C2



# Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 1 VOL. XXV

JANUARY 1948

THREEPENCE

	PAGE		PAGE
N.E.C. WILL URGE CONFERENCE NOT TO AFFILIATE TO T.U.C.	4	NALGO WINS MORE PAY FOR CHIEF OFFICERS	11
N.E.C. DEPUTATION'S INTERVIEW WITH T.U.C. REPRESENTATIVES	10	REGISTRATION OFFICERS TO GET CHARTER RATES	11
SPECIALIST H.O. OFFICERS FOR NATIONALISED STAFFS	10	MY BOOKSHELF—by Edward Kay	12
PLEDGE TO PUBLIC ASSISTANCE AND VALUATION STAFFS	11	AT RANDOM—by "Hyperion"	12
		READERS' FORUM	13
		A NALGO DIARY	16

## SALARIES CLAIM TO GO TO ARBITRATION

NALGO's claim for a general improvement of Charter salaries on consolidation of the scales with the cost-of-living bonus, and for a better "London weighting", rejected by the employers' side of the National Joint Council, is to go to arbitration. This decision was reached at a meeting of the National Joint Council held in London on December 17. It was announced in the following statement issued by the Council after the meeting:

The National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services has had under consideration at a number of meetings claims put forward by the staffs' side for consolidation of salaries and bonus so as to effect improvement, and for additional "London weighting."

In the course of the discussions, the employers' side made alternative proposals. The Council, having failed to reach agreement upon the respective proposals, it was agreed to refer the difference to arbitration by the National Arbitration Tribunal.

Suitable terms of reference have been agreed, and it is expected that the Tribunal will hear the case early in the new year. Making the announcement after the meeting of the National Joint Council, Sir Horace Wilson, independent chairman, pointed out that, pending the arbitration, it must be insisted that, in accordance with the approved procedure, the matter is to be regarded as *sub judice* by all concerned. He asked the representatives of the employers and the staffs to keep this point in mind.

In deference to Sir Horace Wilson's statement, we must refrain from comment on the position at this stage.

### More Pay for Masters and Matrons

AT the same meeting, the National Joint Council agreed to an improved salary scale for masters and non-nursing matrons of public assistance institutions. The new scale for masters ranges from £230 × 15 — £275 for an institution of under 50 beds, compared with £160 × 10 — £200 previously, to £460 × 15 — £505 for 400 to 599 beds, compared with £250 × 20 — £340 previously. The recommendations do not extend to masters of bigger institutions, since the National Joint Council is limited by its salary "ceiling" of £700, but the Council states that it is not intended that the salaries of masters of such institutions shall suffer by comparison with the salaries now recommended. Emolument values remain unchanged at £110-£140, according to salary.

Scales for non-nursing matrons range from £170 × 15 — £200 for fewer than 50 beds, compared with £140 × 10 — £160, to £410 × 15 — £485 for 600 beds and over, compared with £225 × 20 — £340. Additional pay may be granted to matrons holding appropriate special qualifications.

The award is retrospective to April 1, 1947, the scale is subject to the current war bonus, and there is a "no detriment" clause to pre-

serve the position of masters and matrons who were receiving salaries above the new scales.

### N.J.C. for Gas Staffs Meets

THE newly-formed National Joint Council for gas staffs, on which NALGO has seven of the 22 staff side seats, held its first meeting on December 18—the day this issue of LOCAL GOVERNMENT SERVICE went to press. We cannot, therefore, report any details of the meeting, beyond the fact that the Council approved its constitution and that J. E. N. DAVIS, NALGO's chief organisation officer, was appointed staff side secretary; but members will be kept informed of developments. The Council has got off to a good start, and there is hope that its formation, will lead to early application to all gas staffs of a national Charter, based on, and not greatly differing from, the local government Charter.

### Joint Efficiency Committees

MANY times in the past we have urged the adoption in the public service of some machinery similar to the joint production committees of management and staff which were responsible for spectacular achievements in industry during the war. Hitherto, with a few exceptions, the idea seems to have fallen on deaf ears.

At last, however, there are signs of a change of view.

In the civil service, Whitley council discussions on the use of manpower have culminated in official instructions that joint efficiency machinery is to be utilised "down to the smallest practicable units," and in the service of the London County Council, after much pressure from the staff, similar committees are to be established wherever a need can be shown.

The scheme adopted by the L.C.C. is more limited in scope than that put forward by the staff association; instead of the standing departmental committees suggested, small working teams of four to six members, not less than half of whom will be appointed by the staff, are to be set up in branches or sections. Their task will be to consider improvements in methods of work.

The scheme has the full support of the council; it was agreed by the employers' and staff sides of the joint committee; and it was launched at a public meeting of the staff addressed by the clerk of the council.

### Pertinent Questions

No precise definition of the scope of the work to be undertaken has been attempted. The staff are invited to bring forward any ideas which might lead to improved methods of administration but, to set their minds working along fruitful channels, the staff association has published some sample questions which, it is suggested, members might ask themselves and discuss with their colleagues. For example:

Do you know what happens to the forms you fill in and the returns you make? Why are they necessary?

Could your section be merged with another doing allied work?

Is your work liable to seasonal fluctuations? Can you be spared for part of the time?

Can some of the "official channels" be short-circuited? Are there too many middle-men? When you are away can your colleagues make sense of your papers?

Is your filing system in good order? Does it contain only what is essential to your work? Do you use "officialese" when plain English would do?

Are materials wasted in your office, or is there false economy?

Do you take your junior staff into your confidence? Are they aware of the work of the section as a whole and the part they play in it?

This striking experiment in employer-staff joint enterprise has not come into being without opposition—from the staff as well as from the management. Some critics feared that the work of the committees might reduce the need for staff, with consequent displacement or the reduction of promotion prospects; some saw no need for the committees, pointing out that any member of the staff was free today to propose improvements in his job or in that of his colleagues, and that every senior officer was free to consider such suggestions and adopt those which promised good results; and some senior officers—privately if not openly—resented the suggestion that they could learn anything from their subordinates.

### "A Practical Contribution"

An emphatic reply to these arguments was provided by the clerk of the council, who emphasised the vital and practical contribution which could be made by the man on the job, drawing on knowledge and experience available in no other quarter, and assured the staff that the present labour shortage left plenty of room for improvement in efficiency and output without the slightest danger of unemployment for anybody.

The staff as a whole look on the scheme as a modest beginning which, if used with energy and imagination, can enable them to raise efficiency and so make their contribution to national well-being.

It is, of course, too early yet to report results, but we hope to do that as soon as they are available. In the meantime, could not other local authority and public utility staffs, small as well as large, experiment in a similar direction? Some may have done so. We shall be interested to hear of their activities, and of any new ventures which may be launched. For this, we suggest, is a significant enterprise, calculated to give the rank and file that voice in management which it has long felt it ought to have but which is still generally denied to it.

*It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.*



# N.E.C. WILL URGE CONFERENCE NOT TO AFFILIATE TO THE T.U.C.

By 31 votes to 16, counted and re-counted in tense silence, the National Executive Council, meeting in London on December 6, decided to recommend to this year's Conference that NALGO do not affiliate to the T.U.C.

The decision was taken after the Council had debated at length the resolution of last year's Conference, calling on it to "explore the possibility of affiliation to the T.U.C. on a basis that is mutually acknowledged to be solely industrial and without implying allegiance to or connection with any political party, and . . . to make definite recommendations thereon to the Annual Conference in 1948."

The Council had before it on a previous occasion a report of the General Secretary analysing the position factually and summarising the arguments which had been put forward in past discussions on the issue of affiliation.

Appreciating that the membership wished to be apprised of all relevant information and considerations affecting the issue, and in view of many requests to Headquarters for information on one point or another, the N.E.C. decided that its best course was to make

available the information which had been before it; and accordingly it authorised the publication in the journal of the General Secretary's report, together with a summary of an interview which took place with representatives of the T.U.C. on November 7.

A memorandum of this interview was before the Council on December 6, but it agreed that any account published should not be unilateral, and accordingly steps were taken to agree a report with the T.U.C. (which is that appearing on page 10).

## THE GENERAL SECRETARY'S REPORT

*The following is the General Secretary's report. Side-headings, inserted for convenience of presentation, are our own.*

### I. History

THE following motion was submitted by the National Executive Council of the Association to the annual Conference at Southport in June 1947, and Conference approved thereof:

"That the National Executive Council be authorised to explore the possibility of affiliation to the Trades Union Congress on a basis that is mutually acknowledged to be solely industrial and without implying allegiance to or connection with any political party, and be required to make definite recommendations thereon to the Annual Conference in 1948."

The question of affiliation to the Trades Union Congress had previously been before Conference on successive occasions in past years. It does not seem necessary to recount the earlier history of the issue. Suffice it to say that although, before the war of 1939-45, motions had been repeatedly put forward by branches or districts in favour of affiliation, they had been defeated by substantial majorities. During the war, however, a motion was carried at the 1942 Conference that a ballot be taken "to determine the question"; and a ballot followed. A majority of those who voted were in favour of affiliation, the figures being 40,733 for affiliation and 28,715 against, out of a total vote of 69,448. It was calculated that 31.13 per cent. of the members at home and 73.7 per cent. of the members in the Forces did not vote. The National Executive Council was, however, advised that under the Association's rules the ballot was not effective to determine the matter, the decision still remaining in the hands of Conference. At the Conference of 1943 it was moved in the name of the East Midland district committee and certain branches "that this Conference instructs the National Executive Council to take all necessary steps to carry into effect the wishes of the majority of members voting in the ballot to determine the question of affiliation to the Trades Union Congress." An amendment was moved on behalf of the North Western district committee (which the National Executive Council supported) "that the result of the ballot be received and notified to all district committees and branches with an instruction for them to consider and submit their observations thereon to the National Executive Council not later than December 31, 1943." The 1944 Conference had to be abandoned owing to the state of the war. Eventually, however, the National Executive Council submitted to the 1945 Conference a motion "that this Conference is of opinion that the consideration of the question of affiliation of

the Association to the Trades Union Congress should be deferred."

To this motion an amendment was moved in the name of the East Midland and South Wales district committees and certain branches "that this Conference instructs the National Executive Council forthwith to make application to the Trades Union Congress for affiliation."

A card vote took place, with the result that 39,375 voted for the amendment and 70,885 against, and the motion of the National Executive Council was carried.

At the same Conference, the National Executive Council moved a motion dealing with the place of a ballot in the governance of the Association. This was to the effect that no alteration be made to the rules which would have the effect of depriving Conference of the right, on any particular issue, to determine the policy of the Association. After some amendments to this motion had been put and lost, it was carried.

The issue again arose at the Conference in the following year on a motion of the South Wales and Monmouthshire district committee "that this Conference instructs the National Executive Council forthwith to make application to the Trades Union Congress for affiliation."

A card vote took place on this motion with the result that 43,742 voted for it and 56,250 against, and the motion was accordingly lost.

This brings the history of the question to the point when the National Executive Council presented to the 1947 Conference the motion cited at the beginning of this report, and Conference passed it, without proceeding, on this occasion, to a card vote.

### II. The Approach

IT is only natural that the active participation in politics of many of the trades unions affiliated to the Trades Union Congress, and the sharply divergent views which are held among political parties as to the role and functions of trade unions in the life of the community, should have made the issue of affiliation to the Trades Union Congress a controversial one in an Association such as ours; particularly as NALGO is a trade union catering for public servants—for, apart from differences in the political outlook of its members, strong views and traditions exist, both among them and the public they serve, as to the political neutrality of public servants. Considerations of this kind have thrown the issue on to a plane of debate which transcends any simple assessment of the pros and cons of a closer association with other trade unions in trade union objectives.

In such a situation, opinion divides in all sorts of combinations and permutations; and those who debate such an issue largely remain at cross purposes because the approach to the question is

so different. The most fruitful course, therefore, in making a survey such as this, is to realise first what the differences in approach are, and then to see whether, and to what extent, there is common ground in any of them. If there is, the issues on which the question really turns can be narrowed and thrown into clear relief.

It is, of course, not easy to draw out the background of doctrine, thought, or feeling which is so often the unexpressed major premiss in opinions on matters of this kind. But the General Secretary believes that he has heard every debate which has taken place on this theme at past Conferences and ventures to put forward the following impressions.

In the first place, it is obvious—and may be said in no derogatory sense—that the attitude of some of those who favour and some of those who oppose affiliation, is very largely influenced by ideological considerations surrounding the role which trade unions affiliated to Congress—for the most part trade unions of manual workers—have come to play in the course of the years in the social, economic, and political evolution of the country.

We should, however, misrepresent the sentiments and ideas of many of those whose attitude may be influenced partly or wholly by ideological considerations, if we are content to regard all those as sharing, on either side, one body of common sentiment and doctrine. The "ideologies" call for some further analysis.

There may be some members of the Association—and, indeed, the debates have sometimes shown that there are—whose conscientious belief in the doctrines of one political party is in itself a sufficient justification for an endeavour to secure an orientation in the outlook and policy of an Association such as ours which would, in their view, further the doctrines they support. Believing that trade unions, as such, should, on grounds of political principle, support the activities of the Labour party, and believing affiliation would have this result, they are therefore advocates of affiliation on grounds which are, for them, grounds of political principle. This attitude being manifest on the part of some, it follows that others, of different political doctrine, tend to oppose affiliation, likewise on grounds of principle.

### Trade Union Solidarity

On the other hand, not all those whose attitude has an ideological element, and who favour affiliation to the Trades Union Congress, do so on political grounds. Their sentiment and doctrine is based not on political considerations, but on conceptions of the function of trade unionism as such in the social and economic life of the country. If they favour affiliation "on principle," it is because they believe that, as NALGO is a trade union, it should, in the way that experience has shown to be most practical and most convenient, i.e. by affiliation to the Congress, associate with the other trade unions in order to support the general objectives of trade unionism, and to show solidarity with similar bodies to itself. Apart from whatever benefits or advantages might accrue to the Association from such a course (a question to which we turn later) members with an outlook of this kind feel that something is due from the Association, in the way of loyalty and support, to the trade union movement in general; and, in their belief, the obvious channel through which loyalty and support of this kind can be rendered is through participation with other trade unions in the deliberative body, namely the Trades Union Congress, which so many of them have created, to protect and further the interests of trade unionism in general.

Moreover, these members can say, and say quite truly, that NALGO owes its very existence to the labours, sacrifice, and sometimes the martyrdom, of the trade union pioneers of the last century. NALGO, they would say, found it possible to organise black-coated workers in the sphere with which it is concerned, because the pioneers of trade unionism in the last century, drawn from the manual workers' unions now assembled under the Trades Union Congress of to-day, had previously won the fight for the



constitutional recognition of trade unionism; and NALGO, having profited by the labours and sacrifices of these pioneers, should not for shame's sake withhold its support from the general movement which they have created. NALGO's debt to the trade union movement in general, and to the Trades Union Congress in particular, is exemplified in the incalculable benefit it has derived from the Conditions of Employment and National Arbitration Order, which was introduced by agreement between the Government, employers, and Congress at the outbreak of war, and without the existence of which NALGO could hardly have achieved so much as it has recently done, particularly in the practically universal application of the national Charter. But even before the conditions introduced by the Order, NALGO profited by the respect which councillors who were trade unionists paid, and induced others to pay, to collective bargains which NALGO made, on the grounds that NALGO was a trade union and trade-union negotiation must be upheld. If, in all these circumstances, NALGO is willing to receive benefits attributable to the trade union movement in general, without associating itself with it, its position is that of the non-unionist in relation to trade union effort in a particular field.

### Public Servants' Neutrality

As to the relative strength of these two rather different types of ideological approach to the question among the membership, it is of course difficult to form any precise estimate. The General Secretary's impression is that, while a considerable body of the membership is responsive to the ideas and sentiments of those who favour affiliation as a contribution to trade union solidarity and co-operation, the number of those who wish to affiliate for purely political reasons is still a minority. It may well, indeed, be a minority which is getting less. The evolution of the Labour party, and its eventual attainment to majority power, has inevitably brought many questions of constitutional practice into the forefront of its considerations, and led it to determine its attitude thereon as a constitutional majority party assuming governmental power and responsibility. Its leaders have recently made pronouncements on the attitude to be observed by the higher officers of public corporations, etc., in the matter of party activity and support. Nor is there, indeed, any reason to believe that leaders of the trade union movement itself do not realise and acknowledge the neutral role which civil servants and local government officers must observe in the discharge of public duties. It would be unwise for anyone to assume that those who support affiliation have no aim but to tie the Association to a particular body of political doctrine or a particular party.

On the contrary, many of those who support affiliation on ideological grounds, as a measure of support for trade unionism as such, would themselves be strongly opposed on principle to any action which stamped NALGO with an allegiance to a particular political party. It is because members in this school of thought have always been of opinion that affiliation does not import a political allegiance that they have been prepared to support it.

### The Practical Approach

These latter share common ground, on the score last mentioned, with yet another body of members, and one which, in the General Secretary's opinion, is the largest of all. The approach, in this instance, can be described as that of the average member of the Association to-day. He stands unequivocally against any political allegiance, but if it could be shown that affiliation does not, or need not, imply that, then, although not prepared to support it on general ideological grounds as something morally due to the trades union movement in general, he is willing to consider the pros and cons from the standpoint of practical benefit and advantage to the Association and its members.

In the General Secretary's opinion it is beyond doubt that the bulk of the Association's membership will consider the issue from this standpoint. Nor is there anything wrong in concentrating on the question of practical advantage and benefit. Without depreciating in any way the arguments and sentiments of those who think that the question should largely turn on what is due from NALGO to the trade union movement in general, the Association and its leaders must chiefly be concerned with the question of what is

of advantage to local government officers as employees. The Association has invited local government officers to join it, and the existing members have responded to that invitation, in the light of the Association's declared objectives as a trade union for local government officers, and those sections of the public service to which its ranks have recently been opened. There are the elements of a contractual arrangement. The Association exists to protect, support and further the interests of its own members, not the world at large, and not even the world of trade unionism. Those who lead the Association have therefore the supreme trust of considering the issues primarily from the standpoint of what is best calculated to benefit its members. No one would narrowly argue that a general support to trade unionism is outside the Association's objectives; and it is also possible that a general support to trade unionism may have a reciprocal effect which benefits the members of this particular Association. On the whole, however, it remains the duty and the trust of the National Executive Council to consider this issue upon grounds of specific and direct advantage, or otherwise, to the Association's members.

It will now be seen that while there may be a body of opinion which wants NALGO to affiliate for political reasons, and a body of opinion which wants to affiliate out of loyalty to the cause of trade unionism as such (some of which would do so irrespective of any implication of political allegiance; and some of which would not, but believe that this issue does not arise), there is a third body which the General Secretary believes to be the most considerable of all which (1) wants to ascertain whether affiliation does, or does not, imply a political allegiance, and (2) if reasonably satisfied that it does not, or need not, and if this can be acknowledged in some way, is prepared to narrow the issues entirely to the question of direct advantage, or otherwise, to survey the arguments for and against, and to come to a decision.

There is, in other words, both a large body of members and a plane of argument where the approach is on common ground, whatever the final conclusion may be on the issue itself.

The terms of the motion submitted to Conference were such, and were doubtless intended to be such, as to render possible an exploration of the question on the basis of such an approach—which is in effect a *re-approach*. It is significant that Conference approved it, and that, although it was not carried with complete unanimity, it was carried by an overwhelming majority and that no card vote was asked for.

Accordingly, the General Secretary approaches the question in this way in making this report, the aim being first to explore the question whether affiliation has a political implication, and then to discuss the question of the direct advantages or disadvantages of such a step.

### III. Some Misconceptions

**B**EFORE proceeding, however, to survey and discuss the issue in this way, it is necessary at this stage to clear the ground for consideration of the real and crucial issues by disposing of some of the many misconceptions which, to judge from the various debates which have taken place on the subject, still seem to be current among some of our members.

In the first place it is clear that whatever affiliation to the Trades Union Congress does, or does not, imply in the way of political allegiance, it does not mean a direct affiliation to the Labour party, since affiliation to the Labour party is an entirely separate act. The constitution of the Labour party is a composite one, providing for not only a body of individual members, but for the affiliation of bodies such as trade unions, co-operative societies and even sectional political bodies which are prepared to accept the Labour party's programme and to work in harmony with it in the matter of candidatures, etc. Certainly the Labour party would not regard any union as affiliated to it unless application had been made and it had been admitted as a component element of the party under the terms of the party's constitution. As a matter of fact, it is well known that many of the unions affiliated to the Trades Union Congress are not affiliated to the Labour party. Indeed, of 194 unions affiliated to the Trades Union Congress only 61 are affiliated to the Labour party. It will be remembered that the Trade Union Act of 1927, now repealed, forbade civil service unions to link up with any other trade union or unions at all; and the effect

of the Act was thus to sever the connection with the Trades Union Congress of civil service unions which had already affiliated to it, and to preclude others from taking that step in future. Following upon the repeal of the Act, it is understood that all the unions which had originally affiliated have re-affiliated; but on the other hand, it is believed that some of these have rejected proposals made within their own ranks for affiliation to the Labour party.

### The Political Fund

The second misconception which it is necessary to remove, is that affiliation to the Trades Union Congress in any way implies the establishment of a political fund and the payment by members of a subscription earmarked for political purposes. The establishment of a political fund by trade unions is regulated entirely by statute, namely the Trades Union Act of 1913. This Act enables trade unions to establish a political fund upon certain conditions prescribed in the Act, and for objects which are defined in the Act. Broadly speaking, the conditions are two:

- (i) The furtherance of political objectives has to be approved as an object of the union by a majority vote in a ballot of members; and
- (ii) The union's rules have to provide that any member failing to contribute can obtain exemption and that he shall not thereby be placed at any disadvantage, for example, by being excluded from any benefits of the union.

Originally, the Trades Union Acts provided for a system of "contracting out" by individual members who did not wish to pay the subscription to the political fund. The Trade Union Act of 1927 altered this position by substituting "contracting in" for "contracting out," but the repeal of the Act of 1927 by the Trade Union Act of 1946 restored the original position, so that a member not wishing to pay the political levy now secures his exemption by the process of "contracting out."

The objects for which the political fund may be established are as follows:

- (a) On payment of any expenses incurred either directly or indirectly by a candidate or prospective candidate for election to Parliament or to any public office, before, during, or after the election in connection with his candidature or election; or
- (b) On the holding of any meeting or the distribution of any literature or documents in support of any such candidature or prospective candidate; or
- (c) On the maintenance of any person who is a member of Parliament or who holds a public office; or
- (d) In connection with the registration of electors or the selection of a candidate for Parliament or any public office; or
- (e) On the holding of political meetings of any kind, or on the distribution of political literature or political documents of any kind, unless the main purpose of the meetings or of the distribution of the literature or documents is the furtherance of statutory objects within the meaning of the Act.

### Unrelated to Affiliation

Broadly speaking, then, the objects for which a political fund may be established are the running of candidates for Parliament, the maintenance of any person who is a member of Parliament, registration of electors, etc., and the holding of political meetings. It is to be observed that the statutory objects are related to activities of the kind mentioned therein irrespective of any question of supporting particular party candidates. It is presumably open to a union to run a political fund in support of candidates drawn from several parties or none. There is no doubt of course that many, and perhaps most, of the unions affiliated to the Trades Union Congress have established a political fund under the Act; and in the main, these will no doubt be those which have affiliated to the Labour party and which have decided by some arrangement with that party to avail themselves of the provisions of the Act of 1913 by supporting candidates of the Labour party. But there is nothing in the constitution of the Trades Union Congress which makes it a condition of affiliation either on the one hand that a union admitted shall also apply for affiliation to the Labour party, or on the other hand that it shall establish a political fund; and just as many unions affiliated to the Trades Union Congress have not taken the first step, so there are many which have not taken the second. In these



circumstances, it is abundantly clear that many questions which have been raised by NALGO branches and members as to the implications of establishing a political fund and introducing a political levy, have nothing at all to do with the issue of affiliation to the Trades Union Congress, though they have apparently thought so. Whether, if the Association affiliated to the Trades Union Congress, any politically minded elements among its membership might then go on to press for either affiliation to the Labour party, or the establishment of a political fund, or for both of these things, and seek to induce the Association to follow the example of trade unions which have taken either or both steps, is of course a matter of speculation. The General Secretary very much doubts whether any substantial portion of the membership would wish to take either or both of those steps, and in any event, once the position were clearly understood by the membership, he feels that the vast majority of the members would realise that entirely separate and different issues would be raised by any proposal to establish a political fund for the support of Labour candidates.

### NALGO is A Trade Union

The third misconception that needs to be cleared up is that NALGO is in some way, as it exists to-day, not a bona fide trade union. There is some reason to believe that trade unionist members of local councils who are not well disposed to it because it is not affiliated to the Trades Union Congress have fastened on the fact that it is certified and not registered under the Trades Union Acts, and many of our own members have sometimes, in the absence of a clear explanation of the difference, thought there was something material in this difference. The position is that the distinction between a certified and a registered trade union is immaterial as far as legal status and recognition as a trade union is concerned, and NALGO is indubitably a trade union within the meaning of the Acts. It happens that most, if not all, the unions affiliated to Congress are "registered." The alternative process of "certification" relieves the certified union from the statutory obligation to submit certain returns to the Registrar of Friendly Societies and from some jurisdiction he has in the case of registration, but does not empower the union to hold land as such, with the consequence that the real property must be held by trustees for and on behalf of the members of the certified union. The choice of registration or certification is then a matter of domestic concern for the union, and practically speaking is a matter of administrative consequence only.

### IV. Character of the T.U.C.

WITHOUT attempting, at this stage, to survey the constitution of the Trades Union Congress in any detail, it is well to form a broad impression of its character. It is a deliberative body assembling annually as a delegate congress. No person may be appointed a delegate unless he is actually working at his trade or profession or is a full-time paid official of the organisation he represents. The affiliated organisations are represented at Congress on the basis of one delegate for every 5,000 members. The procedure at Congress is not unlike NALGO's. Precedence over all other business is given to the General Council's Annual Report, the items of which are discussed seriatim. Apart from that, the Congress proceeds upon motions submitted by affiliated organisations and by the General Council.

The annual congress elects an executive body which is called the General Council and which is composed of 33 members, representing 18 trade union groups. The General Council itself appoints committees, re-grouping the 18 trade groups for this purpose. It is understood that the duties of the council include "keeping a watch on industrial movements with a view to co-ordinating action, watching and initiating legislation, promoting common action on trade union matters, and carrying on propaganda in support of the trade union movement."

It seems generally acknowledged that the General Council has no power to over-ride the autonomy of an affiliated organisation. Certainly, a perusal of the constitution of the Trades Union Congress reveals nothing which entitles it to impair the sovereign rights of individual trade unions under their respective constitutions and rules. The General Council does its work by the influence it acquires as the body which carries into day-

to-day practice and activity the general sense and policy of the trade union movement as ascertained at the annual meetings of Congress.

It is generally acknowledged also, and here again there is nothing in the constitution to raise any doubt, that in disputes between affiliated bodies and employers the General Council has no right to intervene, though it is understood to be a condition of affiliation that it is kept informed. If other employees may be affected by a dispute, the Council may call into discussion representatives of the organisations involved and may make recommendations. If the organisation accepts the assistance and advice of the Council, it becomes entitled to moral and material support from the Trades Union Congress in the event of strike or lock-out.

### Inter-Union Disputes

The General Council, however, has important functions in case of disputes between affiliated organisations and is empowered to use its influence to promote a settlement. It may investigate a dispute and adjudicate on it. If its ruling is not accepted, the matter may be reported to all affiliated organisations. If the General Council's decision is still not carried out, the matter may be reported to the annual Congress, but the General Council may, as an alternative, suspend the organisation from membership, though the final decision as to membership or suspension rests with Congress. Similar action can be taken against any affiliated organisation if the General Council considers that it is engaged in activities detrimental to the interests of the trade union movement or contrary to the principles and policy of Congress.

This constitution of course does not in any way amount to a surrender of powers on the part of a trade union affiliating to the Trades Union Congress. The sanction in the event of an ultimate conflict is expulsion from membership.

It may be added in conclusion that it is not the policy of the General Council to bring pressure to bear upon any union to affiliate to Congress. It is the policy of the General Council to leave this as a domestic issue to be settled entirely by the union in whatever way is proper under the union's constitution; nor does the General Council engage in any propaganda inducing the members of any union to press this question. The General Secretary has the best authority and evidence for saying that this attitude has always been observed by the General Council in its relations with NALGO. On occasion, trade union members of local councils and branch secretaries of other trade unions have raised questions with the General Council as to NALGO's standing as a trade union and have raised the question of its non-affiliation. The reply of the officers of the General Council has always been that affiliation is purely a matter for NALGO in which the Trade Union Congress would not seek to intervene. This attitude on the part of the General Council has recently been re-affirmed in connection with certain discussions which have taken place as to NALGO's membership of the Local Government Advisory Committee of the Trades Union Congress and certain questions arising out of recruitment of public utility staffs.

### V. General Objects of T.U.C.

THE objects of the Trades Union Congress are set out in article 2 of its constitution which is as follows:

(a) The objects of the Congress shall be to promote the interests of all its affiliated organisations and generally improve the economic and social conditions of the workers.

(b) In furtherance of these objects the General Council shall endeavour to establish the following measures, and such others as the annual meeting of Congress may from time to time approve:—

1. Public ownership and control of natural resources and of services:—

(a) Nationalisation of land, mines, and minerals.

(b) Nationalisation of railways.

(c) The extension of State and municipal enterprise for the provision of social necessities and services.

(d) Proper provision for the adequate participation of the workers in the control and management of public service and industries.

2. Wages and hours of labour:—

(a) A legal maximum working week of 44 hours.

(b) A legal minimum wage for each industry or occupation.

3. Unemployment:—

(a) Suitable provision in relation to unemployment with adequate maintenance of the unemployed.

(b) Establishment of training centres for unemployed juveniles.

(c) Extension of training facilities for adults during periods of industrial depression.

4. Housing:—

Provision for proper and adequate housing accommodation.

5. Education:—

Full educational facilities to be provided by the State from the elementary schools to the universities.

6. Industrial accidents and diseases:—

Adequate maintenance and compensation in respect of all forms of industrial accidents and diseases.

7. Pensions:—

(a) Adequate State pensions for all at the age of 60.

(b) Adequate State pensions for widowed mothers and dependent children and mothers whose family bread-winner is incapacitated.

As will be seen the objects set out relate largely to purely trade union aims, or to measures of social amelioration and relief, which, though necessitating political action, are of a kind which most trade unions are prepared to support, as furthering the interests of their members as part of the salary and wage-earning community. On the other hand, it is clear that some of the objects set out in paragraph (b) of the article are, or at any rate have been, characteristic of the programme of the Labour party. Before one can say, however, that objects of this kind, embodied in a permanent constitution, not only do, but will continue to, stamp the objects of the Trades Union Congress as objects characteristic of one political party, it may be necessary to bear in mind the continuance of political and social change.

### The Nationalisation Object

Looking at this part of the Trades Union Congress constitution from this standpoint, rather an interesting question of interpretation arises as to the effect of the semi-colon and dash following the words "public ownership and control of natural resources and of services." Are the particular projects specified under the following sub-paragraphs (a), (b), and (c) intended as examples of the natural resources and services to be publicly owned, or as specifying only particular resources and services which are to be so owned? If the former interpretation is the correct one, then however imperfect the wording may be, presumably the intention is that all natural resources and services should be publicly owned and controlled; and that, of course, in somewhat different language, would represent the "ownership and control of the means of production, distribution and exchange" which is, or was, the central doctrine of socialism.

On the other hand, if the intention is that only the services specified in (a), (b) and (c) should be publicly owned and controlled, the effect is much more limited, and what is to be observed in that event is this—that it is more than likely that in a few years' time, mines and minerals and railways having already been nationalised, the programme may appear less characteristic than it has done in the past, or even than it does to-day, of one particular political philosophy or one particular political party.

There is, of course, one further factor which should be considered in considering the objects of the Trades Union Congress over and above the objects which are declared in the constitution, and which arises in fact because the constitution itself provides for further objects by the words "such others as the annual meeting of Congress may from time to time approve" appearing in paragraph (b). It must be assumed that Congress may from time to time interest itself in other specific political projects than those set out.

Broadly then, the position is this—that so far as the constitution of the Trades Union Congress is concerned, and the political objectives specifically set out in it, the time may quickly be arriving when these cease to be characteristic of one party and when, in fact, they drop out of the realm of political controversy altogether as facts accomplished. The question of what further objectives the Trades Union Congress may develop at its annual Congress remains. It is, of course, open to anybody who may disagree with further



developments in Congress policy to withdraw their affiliation, but it would obviously be undesirable, for the sake of stability of policy and stability in NALGO's relations with the trade union world in general, for it to contemplate a series of entries and exits according to the trends of Congress opinion from time to time.

The real question is how far Congress or the General Council would react to the decision of any body which remained dissident from further policies approved at Congress. There is little in documentary sources to enable any conclusion to be drawn, but since so large a number of affiliated unions have not affiliated to the Labour party and have not established political funds for the support of its candidates, and must be presumed to have many members who do not support, or at any rate have not in the past supported, the full political programme of the Trades Union Congress, but still remain in, it may be concluded that dissidence on the question of political objectives has not so far entailed any application of the sanctions at the disposal of Congress or the General Council.

## VI. The T.U.C. and Politics

**WHAT** is the role of the Trades Union Congress in politics? What are its relations to political parties, or to any one particular political party? Is its role, or are its relations, such as to commit any organisation affiliating to Congress to the support of any one political party?

An examination of these questions must obviously start with the fact that in the public mind the Trades Union Congress *is*, in some way, linked with the Labour party and works with it towards the same political objectives, notwithstanding that on occasion, as is natural, there may be differences of view on particular measures. On what does this public impression rest? It can partly be explained by the fact that the Trades Union Congress, though as a matter of historical fact it was in being long before the Labour party was formed, and, indeed, for many years worked closely with another party, i.e. the Liberal party, came, in the course of time, to a point when it decided that its own objectives could be better pursued through the policies adopted by the new Labour party. It may also be accounted for, and to some extent no doubt is, by the fact that the ideas eventually adopted by the trade union leaders, as those best calculated to attain the rights of labour, were those which, in constituting a body of English socialist doctrine, had been promulgated by early socialist organisations such as the Fabian Society, the Social Democratic Federation, and the Independent Labour Party. If these were the only grounds—as for a long time they were—the role of the Trades Union Congress to-day would rest upon nothing more than the fact that the Trades Union Congress must of necessity reflect the views of those unions affiliated to it which have, by affiliation to the Labour party, and the establishment of political funds for the running of candidates in its support, identified their political aims with those of the Labour party, and also upon the fact that a considerable number of leaders in trades unions which have taken this course, have an affinity of political outlook with the personnel of the Labour party.

## National Council of Labour

It seems right to recognise, however, for it seems a matter of historical fact, that the association goes rather beyond this. The Labour party itself was largely the offspring of the trades unions and originated in what was called the Labour Representation Committee, in which leaders of trade unionism and leaders of various socialist organisations came together to run candidates who would neither be Conservative nor Liberal, but Labour candidates. Later, in 1918, the Labour party appeared in its modern form in which it is representative of certain trade unions and other affiliated bodies, but also contains a corps of individual members who can join the party as such, apart from any membership they may have of other sectional socialist groups. The reorganisation of 1918 also resulted in the Labour party's programme becoming more strongly infused with a socialist philosophy.

Close, however, as may be the links between certain unions and the Labour party, there is nothing in the circumstances so far outlined which associates the Trades Union Congress, as such, with the Labour party. It would be inevitable, of course, that a body representative of so many

unions which had links with the Labour party would be found in practice to be working very closely with it, but there is nothing in the situation so far outlined which sets up an organic link.

At this point, it may be mentioned that, even to-day, the Trades Union Congress is not affiliated to the Labour party, and makes no contribution to its political funds.

In recent years, however, there has been established what is called a National Council of Labour. This body appears to be a piece of machinery designed to effect contact between the Labour party (including the Parliamentary party) and the Co-operative Union, the Trades Union Congress and the other two bodies named, each having seven representatives on this Council. Its function is understood to be to consider all questions affecting the three movements as a whole, with a view to securing common action. The expenses of this body are paid by the three constituent bodies in equal proportions. Pronouncements on national policy are not ordinarily made by the National Council unless the constituent bodies have first agreed upon them. Pronouncements may, however, be made in emergency, but do not bind the constituent bodies unless ratified by them.

Here, it seems indubitable, is an organic link between the Trades Union Congress and the Labour party. It is not of a kind which makes the Trades Union Congress part of the Labour party; though it may be true, as some have said, that it makes it an organic part of the Labour "movement," whatever that may mean. It might conceivably imply no more than a de facto recognition on the part of the Trades Union Congress of the circumstances that many unions affiliated to it have in fact, affiliated to the Labour party, and that therefore a body concerning itself with general trade union objectives must obviously establish means of contact of this kind, and might have to do it as a matter of expediency even if it did not do it on grounds of principle.

The situation just described is a complex one, and does not make it easy to answer all the questions members of the Association may ask. It is the result of a long historical process, and as a consequence there may be room for some differences of view, since there is no authentic documentary exposition of the position of the Trades Union Congress in politics, and the conclusions to be reached are largely a matter of interpreting a document which bears the mark of past phases of growth in conjunction with all the facts and circumstances described.

## Effect of Affiliation

The first question which the Association will ask, is whether, in the situation described, affiliation to the Trades Union Congress does or does not commit an affiliating body to support of the Labour party and its policies. The leaders of the Trades Union Congress would answer "no," and so far as one can see, their view, which may be accepted as quite honestly held, rests upon the fact that primarily the Trades Union Congress exists for trade union purposes, notwithstanding that it makes use of one particular political party, as the one best calculated to secure its aims, at any rate at present. No one knows, of course, what further phase trade union policy will undergo. In the evolution and changes of politics, and the decomposition and reintegration of parties, the situation may, for all we know, be very different 20 or 30 years hence from what it is to-day. At any rate, the view of the Trades Union Congress leaders is understood to be that the industrial and trade union aims are primary so far as Congress is concerned. They do not give their unlimited or unconditional support even to the Labour party, and when a great issue arises which they consider to affect the world of trade unionism as such, it is the trade union aspect of the matter which is their primary concern. They claim that this attitude and policy on their part has been amply demonstrated by what occurred in 1931 when the Labour Party was split, but the policy of the Trades Union Congress at that time on trade union matters, namely resistance to wage cuts and certain economies in the social services, was clear and united.

It is clear, both from the practice of the Trades Union Congress and the pronouncements of its leaders, that its conception of its own place in the life of the nation, as the organised expression of the trade union movement, leads it to co-operate in many ways with the Government of the

day as such—a circumstance which is not always appreciated by those who see in it only an embodiment of Labour policy. It is not only a fact that Governments of all complexions have brought it into consultation on many matters of national policy and used it in building up new institutions in industry, etc. (and will, it is safe to assume, continue to do so). It is equally a fact that the Trades Union Congress is insistent to preserve and develop its role in this respect. Its late general secretary, Lord CITRINE, always laid heavy emphasis on this aspect of Trades Union Congress policy. Whatever its de facto sympathy for the Labour party, it must preserve and develop its de jure position as the representative body, and authentic voice, of organised labour and the trade unions. It must insist on a de jure right of access to the Government of the day. If such a view imports, as it obviously does, a willingness on the part of the Trades Union Congress to co-operate with Governments of all complexions in economic affairs, then there is every sign that the Trades Union Congress accepts the implication. There is little doubt that this role of the Trade Union Congress is developing enormously. The contacts of the Trades Union Congress and the Government widen and multiply every day. Many of those publicised are not, as the more ignorant often think, contacts of a party kind, but contacts of the Trades Union Congress with the Government as the Government of the day. Nor, while it may be true that a Labour Government may be inclined to accord more to the Trades Union Congress in this respect than would others, is there any reason to believe that contacts of this kind will diminish. In the General Secretary's view they will grow.

In contacts of this kind the National Confederation of Employers is often the third party and a permanent machinery for contacts of this kind has been established in recent years, i.e. the National Advisory Committee.

## A Complex Situation

The conditions mentioned in the concluding part of this section of the report have bearing on the topics discussed later on but they are inserted here to round off the account which the General Secretary is endeavouring to give, to the best of his ability and in the most objective way possible, of the Trades Union Congress in its relation to the political life of the country.

What conclusion can be drawn on the question of whether affiliation to the Trades Union Congress necessarily imports the support of one party? The situation described is, as will be seen, rather complex. That there is a de facto support seems indubitable, because of the outlook of many unions, not in themselves a majority but probably representing the greatest number of members of affiliated unions, and because of the link represented by the National Council of Labour. But if we ask what an individual union is committed to in the way of support for the Labour party, if it does not affiliate to that party, or establish a political fund, the answer on one interpretation of the written objects of the Congress seems to be "very little", and in a few years what remains "political", in those objects may have disappeared. If Congress goes on to further objects of a kind unacceptable to NALGO it may withdraw. Congress may identify itself with declarations of the National Council; but though these may represent the view of many if not most affiliated unions, need it be assumed that every union shares the majority view? Nothing in the act of affiliation forces a dissident union actively to pursue the political objectives agreed by the majority. Unless, indeed, it affiliates to the Labour party and sets up a political fund, it is largely disabled beforehand from so doing, and the very fact that the Trades Union Congress accepts unions not pursuing political objects argues acquiescence in this situation. The real test would come if Congress took exception to this quiescent role and used its sanction of expulsion. It does not seem to have done, and as the Trades Union Congress is itself a developing organism with a many-sided role such as we have described, but remains primarily a body with trade union objectives, is it likely that it would apply political, as distinct from trade union, tests? The fact that some unions are developing Communist leanings, while a few are still known to be Conservative in outlook, makes it perhaps more unlikely than ever that the Trades Union Congress will be anxious to apply political tests; and as already mentioned



there is reason to believe that the leaders of the Trades Union Congress are ready to appreciate the situation in which a body such as NALGO finds itself in relation to political considerations and to recognise the force and virtue of its desire to be free of political ties.

### Conclusions Summarised

If the General Secretary were asked to summarise the conclusions he has drawn, they would be as follows:

The Trades Union Congress is a deliberative assembly representative of affiliated unions, carrying on its day to day work through a General Council.

It is not in the constitutional sense a part of the Labour party: but numbered among its written objectives there are some which have been, and to some extent still are, identical with those of the Labour party, though time may well dispose of these as subjects of political controversy owing to the extent to which they are being implemented by the Labour party in carrying out the declared national will.

There is, no doubt, an identity of political outlook between many leaders of Congress and the leaders of the Labour party, as well as among many, but not all, trade unionists and those sections of the community which support the Labour party.

There is also a channel of contact with the Labour party through the representation of the General Council on the National Council of Labour, but it does not appear that the existence of this link of necessity commits the General Council to support of the Labour party and the extent to which it would commit a union affiliated to Congress but not to the Labour party seems slight.

There seems little doubt that the leaders of Congress conceive of it as primarily concerned with trade union objectives and policy. It is understood that they themselves do not regard the act of affiliation as tying the affiliating union to support of the Labour party, and as the majority of trade unions affiliated to Congress have not in fact affiliated to the Labour party, it seems obvious that no exception is taken to a neutral attitude on political questions on the part of any union affiliating.

At the same time, any union affiliated would have to accept the fact that, in existing conditions, the prevailing sentiment among the affiliated unions, when the size of those unions which have affiliated to the Labour party is considered, is one of general support to the Labour party: and that, as matters stand to-day, leaders of the Congress must take notice of this fact, and may be influenced by it in their attitude to any questions of a political nature which are bound up with general questions of trades union policy.

### VII. Affiliation on a "Non-Political" Basis

THE terms of the motion which Conference passed appear to call for consideration of the question from a new angle, and one from which the emphasis shifts to ask "what need affiliation imply" rather than "what could it imply." It recognises that the mere act of affiliation might, owing to the general character of the organisation into which NALGO would enter if affiliated, and of the rapports which this organisation has with the Labour party, be deemed to have a political significance and implication, and that the rather complex situation described in the foregoing section of this report will still leave some with the impression that affiliation would have a political significance and implication, just as it will leave others to rest on their original view that it would not. In these circumstances the motion calls for exploration of a "purely industrial" affiliation with mutual acknowledgement by NALGO and the Trades Union Congress that this would imply no allegiance to, or connection with, any political party.

The approach visualised in the motion appears to be as follows. Granted, that if we look at documents and at the actual contacts maintained between the leaders of the Trades Union Congress and the Labour party, there may be some doubt, to put it at the least, as to what affiliation does, or does not, imply, bearing in mind the general public impression on the subject; but on the other hand, bearing in mind the view held by many of our own members, which is also that held by the Trades Union Congress leaders themselves, that affiliation does not imply allegiance to the Labour party, why not, if we are convinced that affiliation would be advantageous, make our political neutrality perfectly clear

in the act of affiliation and get it mutually acknowledged?

The answer to be given depends largely on what view is ultimately reached on the question of advantage or disadvantage. Those who found a preponderance of advantage would be inclined to say that any doubts raised by documents and circumstances such as those outlined in the preceding section of this report, should not deter the Association from taking the step of affiliation to the Trades Union Congress, if the political neutrality of the Association could be made perfectly clear to the Trades Union Congress and the world at large. On the other hand, those not convinced of a preponderance of advantage would no doubt place more emphasis upon their doubts as to whether the Association could be free of political ties, etc., if it joined an organisation of the kind described. The question of advantage or disadvantage is dealt with later, but this is obviously the stage at which to deal with the possibility of some action along the lines contemplated by the motion, and on this aspect of the matter the General Secretary ventures to offer the following observations.

### A Declaration by NALGO?

If anything in the existing constitution of the Trades Union Congress, or its relation with the Labour party, is an impediment to affiliation then it is as well to realise at the outset that it is unlikely that NALGO will secure any change in these, as a condition of its affiliation. The General Secretary doubts, indeed, whether the General Council of the Trades Union Congress would make any public pronouncement in set terms, not because he thinks the General Council are in the least degree lacking in good faith, but because it seems obvious to him that they would shy from any attempt to define the implications of affiliation. It is manifest from the description given in section VI of this report, that the role of the Trades Union Congress is a many-sided one, and no one in the position of the General Council would be anxious to commit themselves to any particular form of words. On the other hand, the General Secretary thinks that the objects of the motion would be sufficiently attained if NALGO made such a declaration itself. If its application for affiliation were then accepted by the Trades Union Congress in the knowledge of the declaration NALGO had made, this course meets the Association's stand-point in making its attitude clear to the public, and at the same time the terms on which NALGO had affiliated would be sufficiently understood by the Trades Union Congress. The General Secretary thinks that it would be perhaps premature for him to suggest the kind of declaration he has in mind, but he believes that it would be possible to frame such a declaration and to frame it in a way which would make clear NALGO's political neutrality in the eyes of the public and at the same time render NALGO's application for affiliation acceptable by the General Council and Congress. He would be prepared, when the main issues dealt with in this report have been considered, and if so instructed, to prepare and submit for the consideration of the National Executive Council, a draft of the declaration which he thinks would meet the case.

### VIII. Pros and Cons

THIS section of the report represents an attempt to state shortly and in broad terms the advantages and disadvantages of affiliation, on the assumption that the political issue is cleared out of the way. It does not of course represent the particular enumeration that any individual would make, either of advantages or disadvantages, because it includes views which have been put forward in a variety of quarters in the past as well as some considerations which have become visible more recently. Although it is not possible to divide the survey into a consideration of long term and short term aspects, the National Executive Council will no doubt be alive to the desirability of looking at the question from this dual standpoint. In an issue of this kind, advantages and disadvantages appear in a different light at different times. Some of them may have an obvious and immediate impact, but one must ask: How will they look, and what weight will they carry, in the years ahead? It is, of course, this latter question which makes the consideration of the issue so

difficult, unless indeed there is an overwhelming preponderance of disadvantage over advantage, or vice versa.

### A. DISADVANTAGES

#### Reaction of Local Authorities

1. In reviewing past arguments against affiliation, it seems manifest that the great weight of the case against it has rested on the consequences which would flow from the political implications it was thought to hold; and by hypothesis this implication is out of the way so far as the present section of the report is concerned. Nevertheless, it is perhaps only fair to enumerate one argument related to political considerations, which might be held to remain even when this hypothesis is made. Even if, some would say, affiliation does not in fact import a political allegiance, even if a clear and unambiguous statement of NALGO's position in affiliating is made, there are many members of local authorities who would still dislike its association with the Trades Union Congress and with other unions which are directly affiliated to the Labour party, and there are many areas in the country where this circumstance would react unfavourably upon the relationship of a council with its staff and upon the attitude of the council to NALGO. It is, of course, not possible to measure the extent of any such adverse sentiment or of its repercussions. The General Secretary's view is that these would not be extensive. The argument may, in any event, be appreciably discounted by the fact that NALGO is already associated with the Trades Union Congress through the Local Government Advisory Committee, and works in very friendly relations with other trade unions.

#### Reaction of Political Parties

2. An argument of a rather similar character can be raised in relation to the national, rather than the local, plane of politics. What, it may be asked, is likely to be the reaction of other political parties if NALGO took the step of affiliating, despite the fact that it made its political neutrality quite clear? We know that there has been considerable prejudice against the Trades Union Congress in the past because of its de facto connection with those of a particular political outlook; and, though there may be little that parties now in opposition could do, which would be adverse to NALGO, so long as the Labour party remains in power, might not the situation be very different if political fortunes changed? The important aspect of this argument is undoubtedly that of long-term consequence. In this connection it can be assumed that the parties now in opposition are doubtless doing some new thinking. For example, in its new declaration on national policy, the Conservative party, in commenting on the repeal of the Trade Unions Act of 1927, makes it clear that it recognises the right of unions to associate one with another, while deprecating political allegiance. The reference to this matter is brief and it contains no specific comment on the question of affiliation to the Trades Union Congress. It leaves it open to ask whether an affiliation to the Trades Union Congress of the kind that NALGO would make would necessarily be in opposition to the views of the Conservative, or indeed the Liberal, party. If a union, for trade union purposes, thinks it right to affiliate to the Trades Union Congress, but at the same time makes a declaration that this implies no political allegiance, could it possibly be conceived of as an act adverse to the interests of other great parties in the State at present in opposition? If a number of unions took that course the non-political leavening of the Trades Union Congress would thereby be increased rather than diminished.

#### Reaction of Other Unions

3. Making every allowance for the fact that some members may have thought that the act of affiliation constitutionally entailed some modification of an individual union's sovereignty or autonomy, it remains true, some members may say, that the Association would be subjected to the influence, and possibly to the pressure, of other unions on questions of trade union policy. This is the more undesirable, because the outlook, it is argued, of other trade unions is very greatly different from that of NALGO. Moreover, they are concerned with a very different class of



worker. Membership of a body which reflects these conditions may bring constraints to bear on the Association which prejudice many interests and claims which local government officers have which are peculiar to their employ, or based on their status as "staff" and officers and not manual workers.

This argument, of course, meets with a counter-argument that, if these dangers exist, they may be more acute if NALGO is outside than if it is inside the Congress, but that, in any event, NALGO already works with other unions through the machinery of Whitleyism, and has in fact secured their support in policies dealing with the local government service as such, and there are no signs that the effect has been detrimental, but that it has been beneficial. At this point the counter-argument resolves itself into an argument for advantage, i.e. that, while many oppositions would be removed by the act of affiliation, affiliation would enable the Association to work still more amicably and closely with these other unions and still leave NALGO in the dominating position as the union speaking for local government staffs and best able to cater for their requirements.

### "Dangerous to Go Further"

4. NALGO's action in participating in the Local Government Advisory Committee, and its more recent decisions to operate the terms of the Trades Union Congress "Bridlington" scheme for the adjustment of inter-union relations in recruitment, in effect secure many advantages of affiliation and it would be dangerous to go further.

This argument is really a particular aspect of the general argument of (3) above; but is separately stated as it has its own direct counter-argument in (3) of the advantages.

## B. ADVANTAGES

### Support of Other Unions

1. Affiliation would remove antagonisms that still exist, particularly among the rank and file, in other trade unions, and among the trade union personnel of local authorities, based on the feeling that NALGO is not supporting the organised trade union movement; and while it remains true that the trade union leaders, and many of the rank and file, accord the kind of recognition to NALGO which is due to it because it is a trade union, they cannot be expected to give the same measure of enthusiastic support as if the Association were affiliated.

### Claims of Affiliated Unions

2. While recent dangers arising out of NALGO's recruitment in the public utility field have been averted and very friendly arrangements made because the leaders of the Trades Union Congress have accorded a due recognition to NALGO as a trade union and recognise the dominating position it holds as the organisation catering for local government staffs, they have obviously to bear in mind that, other things being equal, they would be expected to sympathise more with affiliated than non-affiliated unions, and some issue may arise when this will have to be made plain to NALGO. If NALGO thinks that there is a balance of advantage for it in not affiliating, it cannot have the cake and the halfpenny, and expect to have the advantages of affiliation with those of isolation.

### Good Will of the T.U.C.

3. The successive steps NALGO has taken to work closely with the Trades Union Congress are in themselves an admission of the advantages (and, indeed, to some extent the necessity) of associating with such a body. Why, having now gone so far and admitted so much, forgo the good will and powerful support that would clinch the Association's claim to speak for the local government and public utility staffs without any challenge of its moral position in the trade union movement?

### Influence in National Councils

4. The Trades Union Congress, whatever its political role may be, has established itself as a body which is continually referred to

and consulted by the Government. Whatever Government is in power, it is clear that in the complete economic re-orientation which Great Britain must make in the next few years, the part of the Trades Union Congress in the life and counsels of the nation will not only continue but expand. The time has arrived when, as the leaders of the Trades Union Congress themselves foresaw, the role of the trade union movement and Congress will completely change, as it has partly changed already, from one of revolt to one of construction. In these circumstances, it is idle for NALGO to think that it can exert any influence upon high national counsels which affect salaried and wage-earning employees generally, and which in one degree or another will affect the local government service, unless it fits itself into a position where it has access to the information, consultations, and foreshadowings of policy which are now made available, and will continue to be made available, to the Trades Union Congress, and is playing its own part in that body. An illustration of the way in which the policies of the Trades Union Congress may affect the service has arisen in the last day or two. The Trades Union Congress has been told by the Government that it is prepared to withdraw the National Arbitration Order if Congress desired it. If this were done it would mean that although Part III, relating to recognised conditions, would inure, being continued by S.19 of the Wages Councils Act, 1945, Part II, relating to trade disputes, would go.

### Negotiations with Employers

5. A similar argument can be used in regard to the role of the Trades Union Congress in its relationship with employers. Whatever ideological differences may exist upon the shape of the industrial and economic system, the times bring increasing collaboration between the Trades Union Congress and the representative national bodies of employers—both generally and in particular through the constitutional advisory organ set up in recent years with the support of successive Governments—the National Advisory Committee to the Minister of Labour. The National Advisory Committee (to which the Trades Union Congress appoints the employee members) is already coming to deal with many matters affecting all salaried employees as witness recent announcements on leave and pay, etc. for territorial training. It may be true that Whitley bodies in local government to which the Association is a party may review similar questions in their particular field; but the general limits and conditions upon any action they can take is already set by determinations at a higher representative level of employers and employees generally, in which NALGO has had no say.

### Access to Government Departments

6. It has been said in the past that NALGO could get all the information it wanted and bring to bear all the influence it needed through direct access to Government departments. This was only true at any time in a very limited sense and in relation to the class of question (superannuation, compensation, etc.) for which precedent is already established; and all such access as NALGO has had in the past, it has in fact retained; but this does not meet the position to-day when the Trades Union Congress is the centre of reference on any wide question of national policy affecting organised workers. Ministers and departments are not willing to refer to isolated bodies on questions of this kind. Why should they, and involve themselves in unnecessary controversy by selecting some and not others, when they can go to the body which is recognised to speak as the voice of the organised salaried and wage-earning classes in general? The tendency in the future, amid the great pressure of legislation, and economic and social change, will be stronger than ever for Governments to consult the large comprehensive bodies; and to think that isolated units can be brought within the range of this kind of consultation is to lose all sense of reality.

If it is the desire of the Association to win prestige by its contributions to any large issues of policy in the world of local government (a question on which the Association has as yet no settled policy) there is no other avenue through which it can effectively do so except the Trades Union Congress. The Association has never yet been consulted on pure questions of policy

affecting local government by any Government department, or by the local authority associations. Some if not all of the latter have indeed shown unmistakably that they resent the intrusion of NALGO into the sphere of policy, apart altogether from the question that the Association has itself in many cases, after making a tentative approach to a policy of offering views on questions of policy, thought it wiser not to persist. If the Association feels that the time is arriving when it should have some voice in, or at any rate be allowed to contribute its views upon, any major questions of policy (not politics) affecting the world of local government, then, in view of the attitude of local authorities and their associations, it can most effectively do so by securing its own footing in the Trades Union Congress and being acknowledged there as the voice which should be heard when such questions are under consideration.

### Appointment to Representative Bodies

7. The foregoing argument can be extended to the subject of appointment to representative bodies. The Association has never yet succeeded in getting any official recognition of a claim to be represented on bodies appointed to consider questions of policy, as witness the Royal Commission on Local Government, and even the Hadow Committee, the latter being, if ever there was one, a body in which NALGO could make a legitimate claim to be included. The Association may not wish as a matter of policy to press forward on this front, but if it does it will be much more likely to succeed with its own personnel through, rather than apart from, the Trades Union Congress.

## IX. Incidental Matters

ASSUMING that, if affiliation were favoured, the Association would desire to secure representation on the General Council of the Trades Union Congress, the following table of representation is set out for information.

Group	Seats
Mining and quarrying .. .. .	3
Railways .. .. .	3
Transport (other than railways) .. .. .	3
Shipbuilding .. .. .	1
Engineering, founding, and vehicle building .. .. .	3
Iron, steel and minor metal trades .. .. .	2
Building, woodworking and furnishing .. .. .	2
Printing and paper .. .. .	1
Cotton .. .. .	2
Textiles (other than cotton) .. .. .	1
Clothing .. .. .	1
Leather, boot and shoe .. .. .	1
Glass, pottery, chemicals, food, drink, tobacco, brushmaking and distribution .. .. .	1
Agriculture .. .. .	1
Public employees .. .. .	1
Civil servants .. .. .	1
Non-manual workers .. .. .	1
General workers .. .. .	3
Women workers .. .. .	2

From this it will be noted that the group into which NALGO would fall would be either "public employees" or "non-manual workers." Each affiliated union has the right to submit nominations, but election is by ballot vote at the annual meeting of Congress. It is understood that if NALGO entered the public employees' group, the quota for seats would probably throw up an additional seat in that group. It will be seen, however, that it would not be competent for the General Council to make any prior bargain with the Association as to representation before the Association affiliated. At the same time it is believed that there are unions carrying big votes which are well disposed to the Association, and, while nothing can be said with any certainty, there seems reasonable prospect that, in the course of a year or two, the Association would secure representation.

In this connection, the General Secretary feels that he should say—though he must do so with some diffidence and solely in a desire that all possible implications of this question shall be foreseen and considered—that he understands

(Continued on next page at foot of column one)



# N.E.C. Deputation's Interview with T.U.C. Representatives

THE General Secretary's report, reproduced on the preceding pages, was considered by the N.E.C. on October 11. The Council unanimously resolved to send a deputation to discuss with the T.U.C. the possibility of affiliation within the terms of the Conference resolution—namely "on a basis that is mutually acknowledged to be solely industrial and without implying allegiance to or connection with any political party."

That discussion took place on November 7. NALGO was represented by C. J. NEWMAN (the president), P. H. HARROLD (vice-president and honorary solicitor for England), E. L. RILEY (chairman of the Council), and J. H. WARREN (general secretary), and the T.U.C. by MISS FLORENCE HANCOCK (its president), A. CONLEY (an ex-chairman), and VINCENT TEWSON (general secretary).

Explaining the purpose of the visit, Mr. Warren quoted the Conference resolution, and said that NALGO members were conscious of their constitutional position as a body of public servants called upon to serve the community and their employing authorities, which were of many political complexions, and of their duty to serve with complete impartiality from a political standpoint. Rightly or wrongly, there was an impression, both inside and outside the service, that the act of affiliation had a political significance, and implication, and this was the question on which they had come to seek information.

The views expressed by the T.U.C. representatives may be expressed as follows:

1. In the minds of the General Council of the T.U.C. the mere act of affiliation did not mean that the affiliating union assumed any allegiance to or connection with a political party. If any trade union wished to affiliate to the Labour party, that was an entirely separate act and involved compliance with the statutory conditions under the Trade Union Act of 1913—for example, the establishment of political rules and a political fund following upon a decision taken under ballot.

2. In the earlier days of the trade union movement, the unions found that many of their trade union objectives could best be achieved by independent political action of some kind, and eventually approved the idea of promoting a party

(Continued from preceding page.)

the General Council of the Trades Union Congress to attach high importance to the practice under which the representatives of unions on the General Council are their chief permanent officials. It is believed that their view is fully shared by Congress and that the nature of the Council's duties are recognised as requiring the Council to be composed in this way.

## Cost of Affiliation

Affiliation entails a contribution to the funds of Congress which is related to the membership of the affiliating union. On present estimated figures the sum would be about £3,000 per annum.

In conclusion, the General Secretary would express the hope that whatever procedure is followed for the consideration of this matter by Conference, it should provide for a consideration of this matter in camera. Only in this way, the General Secretary believes, can there be a full and realistic discussion in which members are free to express their minds without any thought of embarrassing repercussions in their localities, or elsewhere. Moreover, there is a danger that things may be said, and arguments used, in a debate of this kind, which are prejudicial to the Association. As the National Executive Council knows, very grave questions indeed have arisen during the course of the present year with regard to NALGO's relations with other trade unions. Much has been achieved already which disposes of these difficulties and the prospects at the moment are that further progress will be made and results reached which are eminently satisfactory to the Association. In such a situation it would be a tragedy if expressions or arguments were used in the course of debate (and torn out of their context, perhaps, in press reports) which appeared to be, or could be construed as, critical of other trade unions, or of the Trades Union Congress.

of their own. This was the body which became the Labour party, developing beyond the lines originally conceived since the party eventually broadened its basis of recruitment. In this sense, it was true that the Labour party was the child of the trade union movement.

3. But this did not mean that the Trades Union Congress was part of the Labour party. It was not, and not one penny of Congress funds was paid to the Labour party for political purposes. More than that, no funds could be paid by individual unions to the Labour party, unless they had taken the procedure under the Act of 1913,

## NALGO wants

### THREE NEW ORGANISING OFFICERS

Applications are invited from men and women for the appointments of:

(a) Organising officer for electricity staffs; (b) Organising officer for gas staffs; (c) Organising officer for national health services staffs; and for any other duties that may be assigned.

Each appointment will be on Grade VIII (£625 by £25 to £700) of the Administrative, Professional, and Technical Division of the National Joint Council for Local Authorities' Services plus £20 London "weighting" and the cost-of-living salary adjustment (at present 23s. a week). The officers appointed will be included in the Association's superannuation scheme.

Applications, giving full particulars of age, education, qualifications, administrative and/or organising experience and names of three persons to whom reference may be made, must reach the General Secretary, NALGO, 1, York Gate, Regent's Park, London, N.W.1, by January 31, the envelope being marked "Appointment of Organising Officer."

Canvassing members of the National Executive Council will disqualify.

which was something quite different from affiliation to the Trades Union Congress.

It was a fact that many trade unionists affiliated to Congress were also members of the Labour party. Although the majority of unions affiliated to Congress had not affiliated to the Labour party also, the number of those who had affiliated included most of the larger unions.

4. The Trades Union Congress had a point of contact with the Labour party in the National Council of Labour, on which the Labour party, the T.U.C., and the Co-operative Movement were represented. This contact was a natural one, in the light of the history of the three movements. But the National Council of Labour had no executive powers. It had no power to take decisions which were binding on any of the three bodies represented. It was purely a consultative committee.

5. A union affiliating to the Trades Union Congress did not part with its autonomy. From time to time, there had been suggestions that the General Council should seek powers which would give it greater control over the affiliated unions, but such ideas had always been rejected. The truth was that the unions affiliated to Congress were held only by a silken thread, which they could break at any time. This was a curious situation, but it had worked well in practice, and unions did not leave Congress once they were in.

6. Some of the objectives of the T.U.C., as set out in its constitution, were synonymous with the objectives of the Labour party. It should be understood, however, that the unions had to concern themselves with economic aims. Many of these aims were supported by the Labour party, but not by other parties. But this did not imply a slavish acceptance by the T.U.C. of any particular point of Labour party policy. The objects referred to were included in the Constitution a long time ago, as a result of resolutions of Congress itself, and had been generally accepted by individual unions in successive years. If some related to nationalisation, that was understandable, because members of particular trade unions wanted this as a measure of industrial and economic policy for the particular industry, and their colleagues in Congress had accepted the principle.

7. In recent history, the General Council had

only taken action to expel one union. That was many years ago, and the case was judged purely on the question of trade union practice. Action could be taken against a union deemed guilty by Congress of action contrary to the interests of trade unionism, but that was the only test.

8. The position of NALGO, as a body of public servants, would be fully appreciated, as in the case of civil servants and others in local government.

9. The Conference resolution envisaged the possibility not only of an affiliation without political allegiance or connection, but also of a mutual recognition that affiliation could be on that basis. What had the T.U.C. representatives to say on that point? NALGO could assure its members that the position was as set out in the terms of the resolution, and that the T.U.C. acknowledged that, if affiliation took place, it would take place without implying political allegiance or connection.

10. The question of applying for affiliation was entirely a matter for NALGO to decide. Throughout its history, the T.U.C. had never sought the affiliation of any union, and had never engaged in propaganda among a union's members.

## Specialist H.Q. Officers for Nationalised Staffs

Other decisions reached at the meeting of the National Executive Council on December 6 included:

**Machinery for Utility and Health Staffs**—Three new organising officers, one for each of the electricity, gas, and health services, will be appointed to Headquarters staff to assist and work under the direction of the chief organisation officer.

The general secretary's proposals for the adaptation of the Association's machinery to cater for utility and health staffs will be considered by the Council's committees this month.

**Dissemination of Information**—A challenge from the Eastern district committee that the N.E.C. should lift what was described as an "iron curtain of secrecy and silence" clamped down on its activities, was accepted by the Council, which will instruct all its standing committees to effect a speedier dissemination of information to members on matters of major importance.

**Smallpox Nursing**—The Association's representatives on the Rushcliffe Committee will urge the Minister of Health to grant double pay to state registered nurses and assistant nurses tending smallpox cases instead of the £10 and £5 a year respectively granted under the consolidated recommendations on nurses' salaries.

**Mortgage Repayment Charge**—New borrowers from the NALGO Building Society will, in future, make their repayments according to the "annuity" system—the "instalment" system having been discontinued by reason of its high administrative cost with little, if any, advantage to members. By the annuity system, borrowers pay a regular fixed sum; but by the instalment system they pay a fixed amount of the capital sum plus interest charges on the reducing balance, an amount that varies year by year.

Otherwise, the mortgage facilities are unchanged:

Advances, to owner occupiers only, at  $3\frac{1}{2}$  per cent. per annum up to 80 per cent. of the purchase price or of the value, but usually with an over-riding maximum of twice the pre-war value; Repayments not to exceed one-fifth of the borrower's income; and No transfer from other societies.

## Obituary

GEORGE HUCKLE, sanitary inspector, Edmonton, a branch founder member in 1914, and treasurer since 1938.

A. W. KEOGH, for 34 years chief administrative assistant, engineer's department, Tottenham. He was a founder member of the branch in 1906, and one-time chairman of the staff side of the local joint committee.



# PLEDGE TO PUBLIC ASSISTANCE AND VALUATION STAFFS

## First Place in Queue for Civil Service Jobs

**ASSURANCES** of great importance to all public assistance and rating valuation officers were given to representatives of NALGO and other interested organisations which discussed the future of these officers with officials of the appropriate Ministries last month. The effect of the assurances is: **Public assistance officers** are to be given first place in the queue for appointments to the Assistance Board and the Ministry of National Insurance, to which much of their work is to be transferred under the Public Assistance Bill, and which between them will have about 1,000 vacancies for executive officers and more than 1,000 vacancies for clerical officers.

**Full-time rating valuation officers** are to be given similar priority in appointments to the Board of Inland Revenue, to which the duty of valuation for rates is to be transferred under the Local Government Bill.

The assurance to public assistance officers was given by representatives of the Board and the Ministry at a meeting at the Board's headquarters on December 10.

The two departments, it was stated, wish to absorb all suitable officers and will make no recruitment from other sources until all eligible public assistance staffs have been considered. There will, however, be few senior posts available.

Terms and conditions of appointment and application forms will be sent to public assistance authorities about the middle of this month. Thereafter, it is hoped to observe the following timetable of recruitment (although printing delays may cause its alteration):

**First week in February**—Closing date for receipt of applications for appointments;

**Middle of March**—Invitations to attend for interview to be sent out;

**April**—Meetings of selection boards;

**End of May**—Notification of offers of employment as a result of interviews.

### Future of Valuation Officers.

The assurance to rating valuation officers was given at a meeting at the Ministry of Health on the same day.

W. E. BRADLEY, of the Board of Inland Revenue, told the deputation that the Board had not yet got down to details: there would have to be a lot of investigation before the department could determine the type of organisation needed to cope with the functions transferred to it by the Bill. He suggested the appointment of a negotiating committee composed of representatives of the organisations concerned—NALGO, the Incorporated Association of Rating and Valuation Officers, the County, County Borough, and Metropolitan Borough Valuers' Associations, the Society of Clerks to Assessment Committees, and the Railway Assessment Authority—and of the Board, to explore the position and determine the terms and conditions under which local government officers employed on rating valuation work should be employed in the new department.

He could, however, give the assurance at once that there would be no recruitment of staff outside the local government service until every competent local government officer had been considered.

After representatives of the various organisations had outlined the special positions and difficulties of their members and had put the case for transfer of staffs—including administrative and clerical as well as technical staffs—it was agreed to set up the suggested negotiating committee and to call the first meeting as soon as possible—probably early this month.

### Compulsory Transfer Difficulties

As we reported last month, the Local Government Bill contains no compulsory transfer provisions. Questioned on this point, I. F. ARMER, under-secretary, Ministry of Health, suggested that compulsory transfer provisions would benefit neither the officer nor the new service. He thought that the better method was recruitment.

## NALGO Wins More Pay for Chief Officers

**HOW** NALGO can help chief officers with salaries above the Charter "ceiling" was strikingly shown in two recent cases before the National Arbitration Tribunal, when the Tribunal awarded increases in salary to all save one of twenty chief officers and their deputies employed by Durham County Council and to certain officers of Sunderland county borough council.

The Durham dispute arose out of the refusal of Durham County Council to concede any increase in the salaries of any of its senior officers, notwithstanding that the salaries paid were considerably below the average paid for comparable posts. It was emphasised at the hearing that the personal relations between the council and all its officers were and always had been cordial and friendly.

In May, 1946, it was stated, a special sub-committee appointed to consider the salaries of chief officers and their deputies recommended increases and that, as a general rule, the salaries of

Conditions differed in different parts of the country, and the position under the Bill was not comparable with that under the National Health Service Act, where a hospital was taken over with its existing staff as a going concern.

P. H. HARROLD, NALGO's senior vice-president and honorary solicitor for England, said that the deputation had been much impressed with the assurances given and would like to leave its claim for compulsory transfer provisions open until the first meeting of the negotiating committee.

### New Compensation Code

Replying to L. TATTERSALL, County Valuers' Association, who asked for the incorporation in the Bill of the compensation provisions of the Local Government Act, 1933, E. A. HICKINBOTHAM, Ministry of Health, said that a new compensation code, based on the principle of full employment, was being formulated to apply generally to the nationalisation legislation. While it would be unwise to give details of the new code yet, it would be incorporated in the draft compensation regulations under the National Health Service Act, which would be sent to interested organisations early this month.

Replying to N. A. D. WILLIS, Society of Clerks of Assessment Committees, who pointed out that his members had not been mentioned in the Bill, Mr. Armer said that the new valuation panels would look to assessment committees for their staffs.

F. L. BRISTOW, Railway Assessment Authority, raised the special position of its staffs, in view of the fact that the Authority would cease to exist on March 31, and Mr. Bradley promised to discuss that problem early this month.

deputies should be sixty per cent. of those of the chief officers. This report was not adopted by the county council.

The Tribunal found against the claim as submitted, but awarded that the county council should give effect to the recommendations of the special sub-committee, to date from April 7, 1947. The effect of the award is to increase the salaries of the officers concerned, except the county planning officer, by the following amounts:

Clerk of the council, accountant, director of education, public assistance officer, director of agriculture, valuation officer, and surveyor—by £250;

Medical officer—by £250, including £160 already paid under the Askwith Award;

Chief inspector of weights and measures, first and second deputy clerks, first deputy accountant, and deputy surveyor and engineer—scale maximum increased by £250;

Librarian—scale maximum increased by £100;

Second deputy accountant—scale maximum increased by £200;

Deputy director of education—scale maximum increased by £210;

Deputy medical officer—£290 (including £192 under the Askwith Award);

Deputy public assistance officer—scale maximum increased by £150;

Deputy valuer—scale maximum increased by £200.

### Sunderland Awards

The Sunderland dispute began in October, 1946, when NALGO applied for increases in the salaries of the engineer, surveyor and architect and his deputy, and the director of education, to date from April 1, 1946. The council approved increases from £1,400 to £1,600, from £850 to £960, and from £1,100 to £1,300 respectively from January 1, 1947, but these were unacceptable and the council refusing to reconsider its decision, a dispute was reported.

The Tribunal has awarded that the scales of these officers shall be further increased from October 1, 1947, to the following scales: engineer, surveyor and architect—£1,700+50—£1,800; director of education—£1,450+50—£1,550; and deputy engineer, surveyor and architect—60 per cent. of his chief's scale.

## Registration Officers to Get Charter Rates

**REGISTRATION** officers, those unhappy folk who, because they have no legal employer—it having been ruled that they are servants neither of the Crown nor of local authorities—have hitherto been denied the benefits of the Charter, are at last to enjoy the national salaries it provides.

Their conditions of service are laid down by the Registration Acts of 1836 and 1929, and the rate of salary, last fixed in 1929, can be amended only by a scheme made by county and county borough councils and approved by the Minister of Health. Nearly two years ago, the Minister promised that the 1929 scheme would be reviewed in the light of the Charter. Now, after two years of negotiation in which NALGO has played a leading part, that has been done, and within the next few days the Registrar General will be sending a circular to local authorities asking them to submit registration schemes incorporating the new scales and grades, which have been approved by the National Joint Council, the Minister and the associations of local authorities.

The scales (for whole-time service) are as follows:

**Superintendent Registrars**—Six scales, according to duties, ranging from a combination of APT Grades 6 and 7 (£535—£650) to £700—£860.

**Deputy Superintendent Registrars**—Not less than £475.

**Registrars of Births and Deaths**—Combination of APT Grades 3 and 4 (£390—£465).

**Deputy Registrars of Births and Deaths**—Not less than £330.

**Additional Registrars**—APT Grade 1 (£330—£375).

**Deputy Additional Registrars**—Not less than £255.

**Clerical Assistants**—General Division, commencing at rate for age 21.

The above rates apply to whole-time officers with a working week of 38 hours, and are subject to the current cost-of-living bonus of the National Joint Council and to London weighting where applicable. Existing officers now being paid at higher rates will retain those higher rates.

The Minister of Health will be prepared to sanction retrospective payment at the new rates from April 1, 1947.

It has been found impracticable to allocate deputies to a particular grade because of the wide variation in the time they devote to registration work, but it is expected that, if the National Charter scales are improved, they will be granted comparable benefits.

Although the new scales will not bring much improvement to some officers in busy districts, they represent a substantial advance for the majority.



## MY BOOKSHELF

By EDWARD KAY

# The Law Outside the Law Court : Does the Civil Service Evolve? : All About Old Folk

EVERY reviewer has his preferences, and I admit to a soft spot for the writings of DR. W. A. ROBSON. I welcome the opportunity offered by a new edition of his *Justice and Administrative Law* (Stevens, 25s.), to savour his wit and style, his economy in argument, and his great learning, free of pedantry. The array of bodies exercising judicial functions outside the machinery of the law-courts has been jealously criticised by prominent lawyers, but Dr. Robson makes a balanced survey of their nature and functions, concludes that administrative tribunals are valuable to-day, and suggests how they might be made more so.

## Is Whitehall Plastic, Too?

HOW far is the civil service, like other social institutions, adapting itself to the social needs of the day? This is the theme of a closely reasoned book by H. R. G. GREAVES—*The Civil Service in the Changing State* (Harrap, 10s. 6d.). The corrupt, slow-moving service of the Dickensian era might have been good enough when the functions of the state were solely regulatory; the mid-nineteenth century reforms adapted it to a state becoming a social and a controlling instrument; and the administrative stagnation between the wars corresponded to the political atmosphere of the times; but Mr. Greaves contrasts these conditions with the need for enterprise and economic expertise to-day.

## Care of the Aged

AMONGST the growing literature concerning the well-being of old folk, the National Council of Social Service booklet, *Old People's Welfare*, first published in 1946, retains its high place. The first edition having sold out, a revised one has been published at 1s. 6d. Two new chapters have been added—an account of the growth of the movement and suggestions for occupational activities. It is still one of the most serviceable guides to the subject.

## The Alderman Explains

ALDERMAN FREDERICK HOLMES'S pleasant little book, *How Your City Council Works*, published by the author at two shillings, is a praiseworthy piece of public relations for Hull city council. It is both sensible and popular in style and council and citizen alike should be grateful to him.

## A Guide to Spivvry

A CAUTIONARY handbook for tradesmen and others," as MAURICE C. MOORE describes his *Frauds and Swindles* (Gee, 7s. 6d.) tells of the variety and ingenuity of tricksters' devices to make money by means other than honest effort. It enlightens, entertains, amuses—and saddens.

## Branch Turns Publisher

I WELCOME "From Drains to Genetics" (2s. 6d.), a history of the public health services of Mansfield, by Dr. I. A. G. MACQUEEN, former medical officer of health at Mansfield, and his wife, and published, with commendable enter-

prise, by the Mansfield and district branch of NALGO, of which Dr. MacQueen has been president for the past two years—an enterprise which other branches might emulate in this centenary year of the public health service.

## Three New Pamphlets

THREE pamphlets call for friendly notice. In *Planning Britain's Land* (1s.) the Town and Country Planning Association has reduced the 1947 Act to "readable dimensions," not only for the administrator but for the general reader.

An able and concentrated account of the *Functions of Metropolitan Borough Councils* is given in a sixteenpenny Fabian pamphlet with that title by J. E. MACCOLL, part author of the vigorous "Pilot Guide to Political London." Again, valuable to student, official, or man in the street.

*Family Problems* by DR. G. H. KEIR (1s. 0d.) for the Association for Education in Citizenship is a sensible, if not particularly original, guide for discussion.

## In Search of Fact

THE fifth, and fullest, edition of the annual *Planning and Construction* (Todd Reference Books, 25s.) is a valuable compendium of descriptive material, directories, and lists of films and publications.

*The Public Assistance & Hospital Annual* (Law and Local Government Publications, 7s. 6d.) appears for the forty-third successive year, presumably for the last time as a record of municipal hospitals and social welfare; it contains useful material on the transition to state organisation.

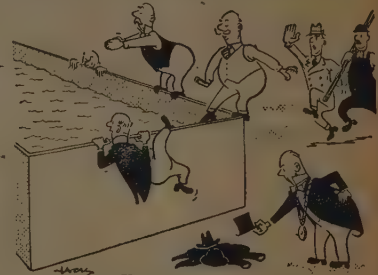
*National Insurance*, by JOHN GAZDAR (Stevens, 3s.) is a brief summary of the law to-day. Public Health administrators will find a convenient factual survey in DR. J. L. BURN'S *Recent Advances in Public Health* (Churchill, 25s.). Rating office staff will avoid much tedious calculation by using *Shaw's Rate Appor-*

tionment Tables (Shaw & Sons, 12s. 6d.), and finance officers will find thought-provoking *Developments in Cost Accounting* (Gee, 8s. 6d.)—a report of a sub-committee of the Institute of Chartered Accountants.

## More Civic Handbooks

BIRMINGHAM CORPORATION has enhanced its reputation for enlightened public relations by issuing a 200-page *City of Birmingham Handbook*, compiled by the city's P.R.O., F. W. BRADNOCK, and on sale at 2s. 6d. (postage sixpence). It should convince Birmingham folk

## This Local Government?



"Before the Council commit themselves to the septic tank it would be as well if levels were taken."—An extract from a report quoted in official minutes, for which five shillings goes to W. P. STANLEY WOOD of Maldon, Essex.

that their rates are well spent and will give others pleasure and information in reading of the past and present of England's second city.

Southerners, unfamiliar with words like "feuing," "eik," and "roup," will not run so easily through Edinburgh's *Review of the Financial Activities of the Corporation*, but the persevering will find much behind its severe façade about the city's civic life.

## at random

### Let The People Sing!

Glancing through an old column of "Hansard" the other evening we were pleasantly surprised to note that what we are all enjoying to-day is peace in our time.

### Ennui

*Of stars in the heavens I don't think a lot, For when you've seen one, you've seen the whole lot.*

### Brevities

A celebrity is a man who works all his life to become famous enough to be recognised—then goes around in dark glasses so no one will know who he is.—Earl Wilson.

"He's very masculine. I think his mother was frightened by his father."—James R. Stoltz.

At any rate she's loyal—she's stood by him through all the trouble she's caused him.

## by "hyperion"

People should learn to tell their money where to go instead of asking where it went.—Roger Babson.

If all the statisticians in the world could be laid end to end, it would be a good thing.—Contact (Belfast).

It costs much more these days to live above one's income than it did before the war.—Man of the World.

"I'm having my boy trained as a Peace Conference Delegate. The food's good, and it's regular."

### Production Drive

The nurse, having presented the triplets to the young father, permitted him to see his wife.

"Did you see our baby, George?" came the faintly whispered question.

"Baby, my dear?" returned the father in surprise, "I saw all three—"

"Oh no, George, only one—the other two are for export."

### Moscow Parable

This little story from Moscow has no warranty, but it may have a moral.

A movement was started to erect a monument to the memory of Pushkin, the poet.

The Soviet art schools were invited to submit designs. In due course there arrived drawings and models of Pushkin writing, Pushkin thinking, and Pushkin declaiming his Ode to Liberty.

When the final choice was made, it took the form of an impressive statue of Stalin reading Pushkin.

### A Conker's Reward

According to one of my choirboys, a conker that has won 12 contests is promoted from "drone" to "spiv."—Letter to the "Times."

### Thoughts on Uno

How can one hope to build world security on an organisation with a name like a patent medicine?

## Poor Law Officer's Prayer

BY MARGARET BIRD

Hear what the wind through the branches is saying :  
"Who'll bathe the vagrants, and who'll chop the wood ?

Who'll treat the inmates to Christmas tobacco ?  
Who'll take a personal interest in food ?"

Hear what the Staffs and Officials are praying :

"Take us, absorb us, put us to a task :  
Make us redundant and you're surely slaying.  
All our incentive. For work we must ask."

Hear what the regulars, "outdoor" and vagrant,  
Say when they think that a change is in store :  
"Never have worked : to work now" would be  
flagrant

Mismanagement. Carry on as before !"





## READERS' FORUM

## 110 Branches Back Croydon's Special Conference Call

MAY I express my appreciation of the large measure of support given to my branch in its efforts to force an issue on the bonus question? No fewer than 110 branches, from all over the country, representing 43,000 members, signified their support by December 15. Most of these were not approached by me, but saw my letter in the December "LGS" and wrote asking to be identified with Croydon's action.

Whatever may happen now, there can be no doubt that most members felt that definite action had been too long delayed; hence this ready and heavy support for our somewhat drastic action.

Croydon Branch

L. J. MOIR,  
Honorary Secretary.

## "Demonstration Needed, Now"

IT was refreshing to read the calls to action to end the bonus impasse. However much we applauded the Charter, we are now forced by economic necessity to ask for its drastic revision. To last month's demands by Bristol for a £100 bonus, and by W. M. Allen for improvement of the General Division scales, I would add equal pay. Settlement of these points in line with Conference policy is NALGO's immediate task. Since the N.E.C. has failed to give a lead, the rank and file must support the Croydon request for a special Conference to show to all that NALGO members are solid in their determination to win their just demands. We can no longer afford to stand aside "whilst talks go on"; we need a demonstration demanding positive action now.

J. W.

## Our Place in the "Free for All"

LOCAL government officers have borne the burden of self-negation too long and perhaps too patiently. We shall gain no public approbation by standing aside from the "free for all" which characterises the nation's present wages policy. Mr. Dalton's warning of "too much money chasing too few goods" deterred neither the miners nor the National Coal Board from completing an agreement for increased wages. If neither the Government nor the trade unions are prepared to halt this spiral, why should local government officers alone be expected to heed the teachings of the economists? The economic crisis will not be averted, nor sensibly diminished, by local government officers clecting, once again, to take the can back for their more fortunate fellows. Nor will subsequent "cuts" (which in one form or another loom menacingly on the horizon) be less severe by refraining now from pressing a claim which we believe to be economically and morally justified.

W. J. HUNT.

West Sussex County Officers' Guild.

## N.J.C. Admits Inadequacy

THE fact that General Division scales compare unfavourably with pay in similar occupations and are failing to attract recruits or retain present staff has been recognised by the National Joint Council, which now allows local authorities to pay more than the wage for age. This is a deplorable policy. If the scale is inadequate, it should be revised. Otherwise there may soon be no scale at all, with authorities paying what they think fit, contrary to the spirit of the Charter. Further, the sooner the N.J.C. removes grading anomalies, the better for the service.

Long Eaton Branch.

P. J. BARSBY  
Public Relations Officer.

## "More Courage and Drive Needed"

ARE we, as a result of our leaders' meek methods, to be sacrificed to the "frozen wages" policy? Surely the N.E.C. has all the relevant facts about salaries, gradings, bonuses, and London allowances of all public workers in comparable jobs. It must realise that the bonus comes nowhere near compensating for the increased cost of living; that the General Division scales need thoroughly revising (particularly for the lower age groups); and that there can be no valid reason for our London weighting being less than that of the teachers. More vigorous action is needed. Members consider that N.E.C.

policy lacks courage, drive, and initiative, and, as a result, many are becoming apathetic, and some are allowing their membership to lapse.

1, Courtway,  
Hillside Avenue, Woodford Green.

F. A. G. THORNE.

## "A Good Case"

WE in the branches are amazed that responsible members of the N.E.C. and the N.J.C. should address meetings, as they have been doing, about the weakness of the staff case. Let them rather spend their time polishing up our

Letters for the February Journal must reach the Editor, 1, York Gate, Regent's Park, London N.W.1, by January 19.

case which has good points in its favour) and see that it is so polished that the employers will think again, or, if they don't, that the matter goes to arbitration without delay. If NALGO cannot make a good case in present circumstances, then one may question its ability as a negotiating body. Go to it!

15, Earls Avenue,  
Ashford, Kent.

L. S. GRAY.

## Entrants Ten Years Below Average

I HOPE that our bonus negotiators have borne in mind the Ministry of Labour statement of October 30 that "the average man's wage is now £6 3s. 5d."

According to General Division scales, a man must be 26 before he is paid as much.

To ask young entrants to the service to work and study ten years at a lower-than-average wage is not the way to attract the right kind of recruit, or retain those who at present do exist on it.

"DUM SPIRO, SPERO."

## Would Affiliation Have Helped?

MONTH after month we read of workmen in this and that trade being granted substantial wage increases, or going on strike first and then getting them.

Month after month we wait with decreasing patience for an increase in our bonus.

These questions now demand immediate answer:

When shall we get an increase in the present inadequate bonus supposed to balance increased living costs?

Will it be retrospective?

Is the staff side of the N.J.C. resisting the view that the time is not now opportune for an increase with the reply that it is long overdue?

Whilst I express no opinion on the political principles involved in affiliation to the T.U.C., would not our claim for a higher bonus or consolidation have been met long ago had NALGO had T.U.C. backing?

"JAMES."

## Would Lower Grades Do Better?

IT would be interesting to know the status, grading, and salaries of the staff side of the National Joint Council in charge of bonus negotiations. Are they so comfortably high and dry themselves that they do not realise what a difference £40 a year would make to the underdog's budget? Unless our negotiators believe in the justice and urgency of our claim, the fight is lost before it is begun. If our present tip-and-run team cannot get itself into such a frame of mind, let us replace it with people from the lower grades with personal experience of trying to cope with the real rise in prices. Only then shall we get the grit, tenacity of purpose, and determination essential to progress.

"GINGER."

## "Give Them a Voice!"

IN his statement on fixing senior officers' salaries, the general secretary said: "Officers whose direct interests are involved are entitled to a predominant voice in the bargaining process." If we accept that principle for chief officers we should not deny lower-paid officers direct representation on both the N.E.C. and the staff side of the N.J.C. which negotiates their salaries.

Surely the time has come when General and Clerical Division members should be directly represented at national and district levels. Enthusiasm and the willingness to consider new ideas, more noticeable among younger people, should compensate for any lack of experience.

Incidentally, what proportion of the N.E.C. consists of General or Clerical Division members? 21, Briavels Grove,  
Bristol, 6.

C. R. GIBSON.

We have no idea how many members of the N.E.C. are drawn from General or Clerical Divisions—but it is within the power of those who nominate and elect them to ensure, if they want to, that all are. Members choose the representatives they believe will serve them best.

## SHOULD WE WORK LONGER?

## "In National Cause"

THE announcement that the staff of my company has been granted 2½ days' Christmas holiday, as against only two for workmen, compels me to register a strong protest against the attitude of most NALGO members to holidays and hours. Last summer, workmen got two weeks' holiday for the first time, but the staff got more. In May, the workmen's week was cut from 47 to 44 hours, to the almost unanimous disapproval of NALGO members in company employ working a 39½-hour week. Members should cease their agitation for shorter hours and longer holidays, which are not the way to increased production. Most office workers could work an extra four hours a week. I say this not to curry favour with my company; I say it in the national cause.

53, Hood Street,  
Northampton.

L. W. CLARKE.

## A SERVICE RECORD BOOK

## "Would Save Time, Talk, and Tedium"

NOW that conditions of local government officers are more or less standardised by the Charter, a service record book would be desirable. I suggest a small, durable book of four pages containing on page one the holder's name, age, appointment, salary, status, and superannuation contributions; on page two a record of his previous service; and on pages three and four details of superannuation refunds, additional contributory payments, and the like.

The purpose of the book would be to enable the officer to prove to his employer the salary to which he was entitled on appointment and the service reckonable for superannuation. It should, therefore, exclude such information as character appraisements, reasons for termination of appointments, and state of health. It would be issued to the employee on appointment and would remain his property; to be produced to all authorities who afterwards employ him. It could also be used for the notices required to be given to contributory employees on appointment and termination of appointment under the Local Government Superannuation (Administration) Regulations, 1938, and 1939. All entries should be countersigned by a responsible officer of the employing authority.

The advantages of such a book would be manifold: to the employee, indisputable proof of previous service and salary and elimination of such preliminaries to appointment as the production of birth and marriage certificates and the completion of forms for superannuation and other purposes; to the employer, a great saving of correspondence with previous employing authorities; and to the nation, less paper used and more labour set free for production.

What do others think?

"RUMATE."

## IS NALGO LOSING CONTACT?

## "Member Not in the Picture"

NALGO is most active in public relations between the service and the public. This is needed and should be actively pursued. But more urgently needed is something akin to a public relations policy between Headquarters and the N.E.C., on the one side, and the branches, their executive committees, and members, on the other.

To obtain information about bonus and London "weighting"—to take only the most vital issue—requires effort out of all proportion to results.



Branch officers have a thankless task in trying to explain to members something about which they themselves can obtain little or no information—the lack of progress in negotiations on such urgent matters.

Quite a few NALGO members are reasonable human beings who, if "kept in the picture" as to what is going on in the lofty stratosphere of the Association, will be much more inclined to trust and support the N.E.C. If only the N.E.C. would realise it!

Much of the criticisms voiced at the Southport Conference would not have been heard had more information been available to members.

Those who have in the past stressed that the N.E.C. are representatives and not delegates and have thereby drawn an analogy to Parliament should remember that Parliamentary proceedings are reported and can be followed in Hansard by those interested.

The big gap dividing the N.E.C. from the ordinary member is handicapping the Association in its efforts to maintain and increase membership and is not fair to those responsible for recruitment.

Let us cure NALGO of this disease. It is a matter to which the N.E.C. might well give its urgent attention.

Woolwich Branch. K. G. BAREFOOT.

The N.E.C., at its last meeting, gave an instruction to all its standing committees to release news of their work and decisions at the earliest moment possible without harm to negotiations in progress.

## ELECTRICITY DIVISION

### "Top Priority" Now

B. W. HEPTINSTALL'S call for a separate division within NALGO for electricity staffs was realistic and constructive and will win general support of electricity members.

Nationalisation will bring many problems, the settlement of which will be a formidable task in itself. On the "company" side alone, with as many as two to three hundred different employing authorities, the present salary scales, conditions of service, sick pay schemes, pension fund schemes, and so on, vary in the widest degree, and any attempt to standardise them on a national basis could be undertaken only by a body thoroughly conversant with conditions within the industry.

The present organisation attempts to cater, at communal meetings, for separate groups of members with diverse problems, with the danger that the problems of one group will not get the attention or informed discussion they merit.

I join Mr. Heptinstall in emphasising that I am not advocating a separatist movement and assure all concerned that the cordiality of our welcome to NALGO, the good will of its members, and the efforts made on our behalf, are deeply appreciated.

All the same, reorganisation on the lines suggested would, by allowing each group of members to concentrate on its own particular problems, not only prove beneficial to local government and electricity members alike, but would further increase NALGO's efficiency.

Surely it is only reasonable that the predominant voice in discussions, staff representation, and bargaining, should be that of members directly affected by decisions reached?

"Electricity members" will be under national control before long, and want to get themselves organised on a sound basis before then. A separate division is "top priority" now.

### "Preserve Unity—and Strength"

MR. HEPTINSTALL'S arguments for a separate electricity division are at first sight attractive, but could, with equal force, be applied to the formation of divisions for gas, transport, water, and hospitals. What would then happen to the unity of NALGO? Would not such an arrangement be unwieldy? Could not the present structure of district committees be preserved, with separate sub-committees for electricity, gas, transport and so on, to replace present utility sub-committees? The membership of these should be drawn from utility branches, not necessarily from the district committee, but liaison with that committee should be preserved.

The suggestion that only an electricity or gas officer can satisfactorily handle questions affecting electricity or gas officers is surely contrary to the long experience of NALGO and other trade unions.

In small towns the effect of having separate branches for each utility service may be to create splinter branches, not large enough to be stable, and difficulties in representation at Conference.

I urge the need of preserving the unity and strength of NALGO, and hope that it will not be in too great a hurry to change its name.

Worcester Gas Branch. H. L. FIELDER, Chairman.

### Average £4 10s. a Week at 30

I WAS amazed to read W. C. L. MARTIN'S statement in the December Journal that conditions in the Shropshire, Worcestershire and Staffordshire Power Co. were "as good as, if not

experience and determination give ground for hope and confidence in the future.

### COMPANY EMPLOYEE II.

### Re-form Electricity Branches

SINCE the vesting day for electricity undertakings may be April 1, I suggest that the forthcoming Conference of representatives of municipal and company electricity branches should consider the future organisation of branches for electricity employees and their reformation and re-grouping within districts according to the Area Boards in which they will fall.

No useful purpose can be served by electricity employees remaining in local authority branches after the vesting day.

W. GUNBY,  
Honorary Secretary.

Central London Electricity Branch.

### Cut Them Adrift?

IT is now apparent that the decision to admit officers of utility undertakings to NALGO was wrong. The views expressed in "LGS" last month emphasise that local government officers have no community of interest with utilities' officers and know nothing of their problems. The Association has recruited thousands of new members, never before organised, who, in the first flush of enthusiasm at finding such unity with NALGO, expected miracles overnight, and have even had the effrontery to suggest that its name should be altered to suit their infant stirrings.

Why should NALGO, with more than enough problems of its own, be dragged into the ring for a section in such flux and confusion that it does not even know its own mind? Why should the tail wag the dog? Let us cut them adrift and let them work out their own salvation in a union of their own!

"CASEBY."

### Charter for Gas Staffs

WITH the gas industry to be nationalised in the present session, I and my colleagues are concerned that, except in the London area, no real progress has been made in getting the Charter accepted as the basis of conditions of employment.

In most gas undertakings, especially the smaller companies, the staff have no scale of grading, are not officially appointed to any post, and have no set terms of employment. Everyone, from the office boy to the departmental manager, is just a plain "clerk." What is to happen when the small undertakings become absorbed in the large ones under nationalisation? Is the person responsible for wages, expenditure, or handling large sums to be graded as "clerk"? Without the Charter, they have no stated post on which to base their claim to correct grading within the larger undertaking, which, for smooth running, has had to adopt a system of staff classification.

"BRANCH SECRETARY."

The new National Joint Council for gas staffs held its first meeting on December 18, and we hope soon to report substantial progress.

### GRADING ANOMALIES

#### Call for National Lead

IN the absence of a lead from the National Joint Council, the valuation of posts under the Charter has been left largely to local assessment, resulting in a variety of ratings for comparable posts. The N.J.C. has made a few awards, but the paucity of its achievement is a reflection on its vitality. Now, I understand, it is proposing to limit the period in which appeals may be lodged. This is wrong, until more progress has been made in the national grading of specific posts. To-day, the disputes committees of provincial councils are floundering on their own valuations and provincial councils' appeals awards are showing a remarkable variation.

Branch executive committees are perplexed by the lack of national guidance, and members are beginning to doubt the effectiveness of Whitleyism. Where do we stand?

JOHN E. CLARK,  
Vice-Chairman.

Plymouth Branch.

### Confession of Weakness

MY appeal to the provincial council for up-grading was rejected after the clerk of my authority had objected to it on the grounds that I had been appointed only recently and accepted a salary lower than I now claimed. Since, according to the Charter, grading should be determined

## A New Name for NALGO

### Prize Competition

Among this month's letters was the following from F. S. JACKSON, chairman, West of England electricity branch:

ON reading last month's suggestion for a change in the Association's name, I was struck by the willingness of the majority to drop the present initial letters NALGO.

I imagine that most electricity officers joined the Association because the name NALGO stood for all that was best in trade unionism and enjoyed a high and wide reputation. Therefore, although a more comprehensive title is preferable, the present name should be retained as far as possible. My proposal is "National Association of Local Government and State Officers," of which the initial letters, NALGSO, are so similar to the original that prestige and goodwill would not be lost. Since the N.E.C. agreed at Conference to consider a change, I suggest that members be invited to put forward ideas and be offered a small prize for the best suggestion.

We gladly adopt Mr. Jackson's suggestion and offer a first prize of £1 ls. and a second prize of 10s. 6d. for names which, in the opinion of the editor, are the most aptly descriptive and lend themselves to effective abbreviation. Entries must be received by the editor, 1, York Gate, London, N.W.1, by January 31.

better than, the Charter." Such conditions are not typical, and Mr. Martin may be jeopardizing present negotiations and creating a false impression in the minds of members outside the industry.

In my company and others controlled by one of the largest electrical manufacturing concerns in the country, the average salary for men of 30 and over is £234 including bonus—£126 less than the Charter. Women get much less. I am chief clerk of an undertaking covering 200 square miles and supplying 3,500 consumers, supervise a staff of three, and am solely responsible for office organisation, queries, and correspondence. For this I get £225, plus £90 bonus—£60 less than the lowest recommendation the NALGO district officer is prepared to make. Holidays are two weeks for all clerical staff, after one year's service. Sick pay is on a sliding scale with a maximum of four weeks' pay after five or more years' service. We work a 4½-hour week with overtime pay for weekly salaried staff only, on a sliding scale with a maximum of 3s. an hour for those getting over £3 a week; monthly salaried staff get no overtime pay. Such things as grading, divisions, and scales are unheard of.

NALGO must go all out for a joint council and Charter for electricity staffs.

COMPANY EMPLOYEE I.

### Hope and Confidence

THE forthcoming nationalisation of the electricity supply industry brings hope to "company" employees because of the appalling terms under which they have had to work, without a champion until NALGO gallantly came along. Company undertakings have added to their profits at the expense of their workers; why, otherwise, does the company pay less than the municipal undertaking for the same job? There is much to be done if all inequalities and injustices are to be removed, but NALGO's



by reference "to the duties and responsibilities attaching to each post" and not to the salary or length of service of the individual concerned. I sought the advice of the NALGO district officer and chief organisation officer. The latter confessed that, whilst the provincial council's decision might not have been correct, NALGO was not prepared to take further action for fear of weakening the position of the appeals committee, adding that, whatever the shortcomings, the new procedure was better than the old.

After such a confession of weakness, I am forced to the conclusion that the whole machinery set up under the Charter is useless because the fundamentals on which it is based are not being honoured.

All members should realise how weak this salary grading appeal procedure is, and I exhort them to see that Headquarters carries out its duties and honours its promises.

#### "ASSIZER."

The chief organisation officer did not "confess" anything. He wrote to "Assizer":

"NALGO is a party to the Scheme of Conditions of Service. This includes paragraph 39, which gives the officer a right of appeal against the decision of his local authority—a right hitherto not enjoyed in the local government service. The decisions of appeals committees (which are comprised of an equal number of employers and employee representatives) may not always be correct decisions, but it is clear that we have no other course than always to accept them. Many local authorities are objecting to decisions where appeals are successful. Where they refuse to observe the decisions, we are taking every step, including action through the Conditions of Employment and National Arbitration Orders, 1940-1944, to compel observance. We cannot act in such a way ourselves as to weaken the position of the appeals committees. . . ."

"Assizer" took up an appointment in April, 1946, at a salary of £400, rising to £450 a year. The post had been advertised at that salary and he had applied for it. He later appealed for APT V. (£460—£510) and NALGO supported the appeal. His authority increased his salary to £450—£50 more than the salary advertised—and graded him APT IV. The case was then taken to the appeals committee of the provincial council, but the appeal was rejected. The only "weakness" in this case is that "Assizer" applied for and accepted an appointment at an inadequate salary. So long as officers do this kind of thing, the "weakness" will remain.

#### "One and Only Factor In Appeals"

PROSPECTIVE appellants for higher grading would be spared many heartaches if NALGO made it clear that the one and only factor entertained at a hearing was whether or not the salary awarded under the Charter was appropriate to the status of the post held and that no other grounds whatsoever would be considered, no matter what injustice the officer might have suffered.

There must be not a few officers who, after many years of service in the Forces, find themselves holding subordinate posts incompatible with their experience, qualifications, and ability, and graded low in the salary scales. Yet NALGO offers them not the slightest protection.

"EX-P.A."

#### "KNOLE LODGE"

##### "Deeply Grateful" Says Member

DISAGREE with T. H. BARTROP who, in the September "L.G.S." suggested that "Knole Lodge," NALGO's war memorial convalescent home, was a mistake and that the N.E.C. should help those from the Forces and their children rather than the sick. It is the Government's duty to look after the war wounded; and children to-day are getting their full share.

Does Mr. Bartrop realise that many of us who have, already, at our own expense, and often with a struggle, reared and educated our own children, must now contribute to the upkeep of the children of younger colleagues through the provisions of the Family Allowances Act, free milk, and dinners, and free transport to and from school?

Does Mr. Bartrop forget those who stayed at their jobs at home and carried on the work, overloaded, shortstaffed, and amidst all the difficulties of raids, doodlebugs, and rockets, to maintain the services and hold jobs open? Yet he begrudges brother officers relief when their health breaks down.

As one who has experienced the benefit of "Knole Lodge" after a long illness, I shall always be deeply grateful to the N.E.C. for its wisdom in providing such a home, and I hope that all branches and members will help raise the funds needed.

E. A. LLOYD.

Boreham, Chelmsford.

## LOCAL GOVERNMENT EXAMINATIONS

### Qualifications for the Clerk-to-be

I AM astonished that the promotion examination of the Local Government Examinations Board and the London University diploma in public administration are often regarded as the only alternatives to a legal qualification or university degree for officers in the department of the clerk to the council.

Has the professional degree of the Corporation of Certified Secretaries been overlooked by General Division and other students? That corporation's examinations thoroughly test both practical and

## Leap Year Proposal . . .

LADIES need not wait until February 29 to make this kind of proposal. The sooner they—or their gentlemen friends—make it, the better for them. Life assurance premiums increase with age so, having taken a look at LOGOMIA's rates, they should avail themselves of the protection for self, dependants, and property, which the Association offers.

## . . . A Resolution . . .

(which you can keep)

I resolve

- To ensure that, should I fall ill, additional funds will be available to meet any extra expenses that may arise;
- That if I, or any member of my family, is ill I shall be able to meet all doctors', surgeons' and specialists' fees; hospital, nursing home and sanatorium charges; the cost of a qualified nurse at home; of X-ray, electrical and massage treatment; and payment for vaccines and sera;
- To become eligible for free admission to Knole Lodge, Bournemouth—the ideal convalescent home for the recuperating patient;
- To make adequate provision for payment of funeral expenses in respect of myself, my wife and my children.

In fact, I resolve to join the Nalگو Provident Society without delay.

## . . . And A Prosperous New Year

As a NALGO member you or your wife or husband may invest your savings in the shares of the NALGO Building Society. There they will be safe, non-fluctuating, and will earn a good rate of interest—2½ per cent. per annum (tax paid by the Society). They will be put to good use, being advanced on mortgage to those of your colleagues who desire to buy their own houses.

Your friends may invest in the Deposit or Special Deposit sections; the only restriction is the maximum deposit of £5,000.

theoretical knowledge and rank for monetary grant under Charter para. 29. The twelve-subject syllabus of its intermediate and final examinations relates to practical day-to-day administration of, *inter alia*, a clerk's department. Moreover, membership of the corporation has many post-graduate advantages, such as being informed of changes in administration through a professional journal and a local branch—advantages not shared by holders of the D.P.A. or promotion examination.

JOHN E. GILBERT, A.C.C.S., A.S.C.,  
Assistant Clerk to the Council, A. Comm.A.  
Tamworth.

## NALGO Examination Doomed?

ONCE believed that the NALGO examination, skilfully devised to meet the need for an all-department local government qualification, would become as well recognised in the service as is, for example, the Bankers' Institute examination in its own sphere, and had intended to take additional subjects to add to my certificate. I am now informed, however, that the examination is likely to be discontinued within the next few

years, and replaced by the promotion examination. This would be a sorry ending for a well-conceived examination, and a great disappointment to those who studied for it in good faith, believing it had a great future.

St. Marylebone branch.

G. E. WILLIAMS

In view of criticism of the NALGO examination expressed by the Hadow Committee and local authorities—mainly on the ground that it was not right for a trade union to base its claims on an examination which it set itself, nor for any organisation to set an examination for which it coached students, it has long been the intention to discontinue the examination as soon as a suitable alternative, set by a recognised impartial body, was available. The N.E.C. will, however, do all in its power to protect the interests of all members who hold NALGO examination certificates.

## PUBLIC RELATIONS

### One of the "Frills"?

I THINK that NALGO is doing too much public relations work. NALGO is a trade union whose most important job is to fight for better salaries and conditions, especially for those with lowest salaries and worst conditions. All else is secondary.

If it dissipates its energies on public relations work it weakens the drive behind the main job. Most branches are run by the faithful few, who are often overworked. It is foolish for branches to divert the energies of their best men by giving them non-essential tasks.

On short term, public relations work is advertising the employers' business: on long term, it builds up our prestige as essential and worthwhile employees. In this way, it is a valuable asset in staff side negotiation; but is only a means to an end.

The vocational spirit is real, as evidenced by senior officers who work for salaries ludicrous by the standards of commerce or private practice. But this call of service is no substitute for hard cash to the General Division man.

True public relations depends on the officer's conduct in his relations with the public. Why not call this "efficiency" and "taking an interest in one's job," without bothering with highfalutin' talk. If a branch is 100 per cent. all out on salaries and service conditions it can think of the frills—not before.

Town Hall, Hendon, N.W.4.

I. B. BROWN

Certainly, NALGO's most important job is to "fight for better salaries and conditions." But those salaries are paid by the ratepayers. If they think us non-essential and worthless, they will not pay us much. Only if they are convinced that we are "essential and worthwhile" will we obtain satisfaction for our claims. Mr. Brown admits that it is the task of public relations to convince them just that. Is it not, then, an essential weapon in our fight?

## STATE OWNERSHIP

### "Majority Not in Favour"

F. S. JACKSON, in the October "L.G.S.," stated that "a majority of the electorate voted for state ownership of our basic industries" and "by their vote the electors signified dissatisfaction with private ownership." These statements are incorrect. The voters for the present Government in the 1945 election were 48 per cent. That figure was given by Sir NORMAN ANGELL in "Friday Forum" (B.B.C.) on October 24, and again later, but was not disputed by MR. CUDLIFF, editor of the "Daily Herald," who was also in the debate.

"HARD FACTS."

## House Exchange Service

BIRMINGHAM.—Semi-det., 3-bed. house with garage and telephone, for similar North London.—Pleasant, 71, Abbotts Crescent, Highams Park, London, E.4.

CAMBRIDGE.—3-bed. house for bungalow on East Coast.—Liles, 168, Victoria Road, Cambridge.

CANVEY ISLAND.—Det., 5-room bungalow with garage for similar London district.—Whitnall, 8, Jesmond Road, Canvey Island, Essex.

CHISWICK.—S.c. flat for house, bungalow, or flat, Exeter district.—H. R., 39, Monmouth Street, Topsham, nr. Exeter.

NOTTINGHAM.—2 recep., 3-bed. house with garage for similar within ten miles Epping.—Billson, c/o West Essex Joint Executive Planning Committee, Crooked Mile, Waltham Abbey, Essex.

WEMBLEY PARK.—S.c., 5-room flat for house near Edinburgh, Stirling, or Perth.—Steiff, 161, Russell Avenue, London, N.22.

WAKEFIELD.—Det., 3-bed house for similar Maidstone district.—Glover, "Lynfield," Haigh Meir Road, West Ardsley, near Wakefield.



## A NALGO DIARY

By "ABINGDON"

# Bristol Dentists' Pay Victory: A Model Branch Secretary: New Knole Lodge Appeal

**TO-DAY**, Bristol corporation dentists ply their drills and forceps with lighter hearts and heavier pockets.

Reason: they recently called off a trade dispute with the council when it made them an acceptable "out-of-court" offer in settlement of their claim to a maximum salary of £750 in place of the Grade APT VII. maximum of £650, on which the council had placed them, notwithstanding a joint recommendation from the National Joint Council and the local authorities' associations that dental officers' scales should be reviewed and revised to reflect appropriately the change in the level of remuneration.

The dentists claimed £750 and, since this brought them above the Charter ceiling of £700, it was impossible to appeal to the provincial council under the appeals provisions of the Charter without the agreement of the corporation, which was withheld.

Thereupon, NALGO declared a trade dispute, claiming a scale of £650x25—£750, with incremental recognition of previous service. Before the dispute was heard, however, the corporation offered to pay £700 from September 1, 1947, rising to £750 in April 1, 1948, and this the dentists have accepted.

It's just another part of the NALGO service!

## Tramway Employees' Claim

**LESS** happy has been the claim of Bristol tramways branch, representing 70 per cent. of the clerical and administrative employees of the Bristol Tramways and Carriage Company—the biggest passenger transport undertaking in the Tilling group—for application of the Charter to its members. Although negotiations have been in progress for nine months, the company has refused to accept the claim, and a trade dispute has now been declared and is due for hearing by the National Arbitration Tribunal on January 7. I trust the tramway employees will be as successful as the dentists.

## Good-bye to Tom Suthren

**TOM SUTHREN**, for 26 years branch secretary, Wallasey, tells me that he is trying to retire quietly, but is not finding it easy. I am not surprised—for Mr. Suthren has served Wallasey corporation for 48 years, the last 12 as superintendent registrar, and, as branch secretary, has guided no fewer than 14 branch chairmen, and has attended practically every annual Conference in the past 26 years.

A dinner, given in his honour recently, was attended by the Association's president, the chairman of the N.E.C., and the general secretary—who described "Tom" as the model branch secretary—one of the ablest, most loyal, and most industrious the Association had ever had. His colleagues gave him a bookcase and a standard lamp, and to their good wishes I add my own.

## President Asks for More!

**C. J. NEWMAN**, NALGO's President, has made a personal appeal to branches and districts to help the "Knole Lodge" NALGO war memorial appeal fund reach its £40,000 target.

So far, £24,100 has been raised, although only 142 branches have yet sent to Headquarters their full share—6s. per member—of the total required. Latest to do so were:

*Metropolitan*—Caterham and Warlingham, Wembley.  
*North Western*—Eccles, Lancaster, Littleborough, Northwich, Padiham.  
*North Eastern*—Barnard Castle, Easington, Sedgfield, Hemsworth, Whitby.  
*West Midland*—Bedworth, Hereford City.  
*South Eastern*—Midhurst and Petworth.  
*Southern*—Reading.  
*South Wales*—Rhonda.

In his appeal, the President warns members that if the £40,000 is not obtained, the committee of management will be faced with the unhappy alternatives of increasing the charges to convalescents staying at Knole Lodge, or of asking the Association to subsidise the home from its funds. Since he felt sure that no members would wish either course to be adopted, he urged all to redouble their efforts to reach the goal.

Some branches have risen nobly to the call. A topical note comes from **Brighton** where a Christmas carol party was organised to net funds.

"Knole Lodge" was bought and re-equipped as a convalescent home to commemorate 2,000 war dead, and has already benefited, by comfort, quiet, and good food and attention, the health of 1,000 of the living.

Two recent letters received at Headquarters wrote this of the home:

"Its delightful situation, luxurious furnishing, absence of irksome restrictions, excellent food, and the courtesy and efficiency of its staff have made my stay both happy and beneficial."—T. Cogswell, retired member, Lewisham.

"It is difficult to understand, in view of the large membership of the Association, why applicants for admission do not form a long queue. If the Association's sickness record does not require this, it is fortunate in its health, but I suspect that some members feel 'institution shy'. If so, they do not know 'Knole Lodge' or the committee's way of running it."—W. A. Dockrill, Belvedere, Kent.

## "Mother of NALGO" Retires

**MISS R. FICKEN**, chief clerk, NALGO Approved Society, retired last month on grounds of ill-health.

Affectionately known as "Mother of NALGO," Miss Ficken joined the Association's staff in 1917, when it consisted of the then general secretary, one typist, and the deputy secretary (on war service). She came as a qualified insurance clerk, and, with one junior, ran the Approved Society, which then had some 3,000 members. Now it has 35,000 and a staff of 19; while NALGO itself has increased its staff from four to 225.

Miss Ficken can well remember the 1917 Conference. It was at Blackpool, and she and the general secretary sent out all the agendas and other papers for delegates on one Saturday afternoon. Her reward was a box of chocolates!

One of the country's leading experts on approved society work, she is vice-chairman of the Association of Approved Societies—now breaking up—and the only woman ever to sit on its executive.

## District Appointments

**TOWARDS** the end of November, two assistant district officers took up appointments:

*Manchester*—**JEAN** (he speaks the language) G. ELLIS, M.B.E., F.R.S.A., from 1935 to 1939 a member of the Derbyshire library staff, during the war a staff captain in the Guards Brigade, C.M.F., later attached to Rear H.Q. Control Commission for Germany, and from 1946 to his appointment, in charge of the Hendon mobile library service and co-editor of the Hendon branch magazine "Endeavour."

*Birmingham*—**V. J. LUCK** (he was the Conference microphone speaker on the right-hand side of "L.G.S.") July-August cover picture), engineer and surveyor's department, Brentwood, formerly of the Gas Light and Coke Company and Metropolitan Water Board, branch secretary, Brentwood, staffs secretary of the local joint committee and a member of the provincial council. During the war, he was a flight-lieutenant, served in central Burma and Arakan, and was mentioned in despatches.

## Book the Summer Sunshine Now!

**NALGO** is now accepting bookings for accommodation at its two holiday centres at **Croyde Bay**, North Devon, and **Cayton Bay**, near Scarborough, both opening on May 15.

The terms are five guineas a week for adults and less for children. There is also a weekly four-shilling social fund levy. Branches have application forms.

For a holiday at "Cefn-y-Mynach," NALGO's private hotel at Rhos on Sea, North Wales (at £6 2s. 6d. for adults and less for children) members should write direct to the manager.

## First Promotion Examination

**THE** first promotion examination will begin on Monday, May 3. Applications must reach the Local Government Examinations Board, 37, Upper Grosvenor Street, W.1, by January 31. The Board has announced that it will not now insist on a candidate having three years' service before sitting for the examination, provided he,

or she, is aged 19 or over and employed by an approved public authority at the date of entry for the examination.

## Has Seen Sixty Mayors

**G. R. BLAYDON**, town clerk, Thetford, achieved a record which is surely unique in the service when, on November 10, he attended his sixtieth election of a mayor for the borough. In telling me of it, Mr. Blaydon adds that "I have certainly been a wonderful experience, if not an enviable one."

## 100 Years in the Service

**EQUALLY** outstanding is the record of Scottish family **ROBERTSON**, which has checked weights and measures in **Fife**shire more than a century. **ROBIN** Robertson, who has just retired from the post of inspector of weights and measures, followed his father and grandfather in the office—and leaves his son in the department to continue the family tradition.

## A NALGO Romance

**NALGO** Swiss holidays, which enabled hundreds of members to escape for a few days from austerity last year, brought more than thanks to **ARTHUR THOMPSON** engineer's department, **Barking**, and **LILY QUARTERMAN**, town clerk's department, **Mitcham**. Booking their holidays separately, they met in Switzerland—and are now engaged to be married.

Alas, Swiss holidays are now postponed indefinitely—but hopeful bachelors and spinsters may wish to note this happy sequel against the time when they can be resumed.

## Grading Gratitude

**CHARTER** grading appeals are not always a matter for lament. I hear from the **South East**, for example, that of 178 appeals taken by NALGO, 109 have been allowed. One successful appellant made topical acknowledgment of his gratitude to the district officer by offering him a Christmas dinner—from his hen-house!

## This Month's P.R. Posy

**BUSY** **FREDERICK AVERY**, P.R.O. and development officer, **Wolverhampton**, gets this month's P.R. posy for:

Showing 70 girls from the county college what makes the town hall tick, taking them round the corporations undertakings and hospitals, and arranging for them talks by the chief constable, a financial expert, and the museum curator.

Arranging for school children—and sometimes soldiers and P.W.s—to attend council meetings.

Improving the council's Press facilities.

## Money for Back Numbers

**ONE** shilling each will be paid for the first twelve copies of the May, 1944, number (No. 5, Vol. XXIII) of **LOCAL GOVERNMENT SERVICE**, received by the Editor, 1, York Gate, Regent's Park, N.W. 1.

## Know Your Charter?

**I** AM indebted to the telephone caller who detected an error in my last month's note under the heading "Speed Your S.O.S." I should, of course, have read that members receiving notice in accordance with Charter paragraph 15 (not 18) that their employing authorities proposed to dismiss or relegate them should apply at once, if they wanted help.

## Congratulations to . . .

**JOSEPH A. HUBBARD**, chief assistant county treasurer **Lancashire C.C.**, branch treasurer since 1908, for three years branch executive chairman, and latterly vice-president, on his retirement and presentation.

**H. H. MILLER**, secretary-steward, the Colony, Langhorne, president of the National Poor Law Officers' Association on its amalgamation with NALGO in 1930 for six years a member of the transferred officers' committee of the N.E.C., and this year's president and one-time holder of almost every other office of importance in the National Association of Administrators of Local Government Establishments, on his retirement from the service last November.

**H. E. WHITE**, senior sanitary inspector, Westminster twice branch president, and one-time vice-president, acting secretary, ancillary correspondent, and executive chairman and vice-chairman, on completing 20 years on the executive.

**WILLIAM WILSON**, inspector of poor and social welfare officer, Fife, member for Scotland of NALGO's N.E.C. 1935-37, branch founder member in 1917, secretary from 1923-30, and one-time president, on his retirement after 48 years' service.



## Distinguished Contributors

Some of the leading writers of the day are among the contributors to the Regent Institute's well-known Postal Course in Effective English and Personal Efficiency.

The new Course, which is based on many years' experience with students in all parts of the English-speaking world, offers complete training in the art of effective expression.

# Effective ENGLISH

For Ambitious Men and Women

## "Words are Tools"

"Words are tools, the most amazing and important yet invented by the human brain. Lack of them may be as fatal to your progress in certain endeavours as leaden feet or untutored hands would be in other endeavours. Lack of knowledge of how to use words is as great a handicap to a writer or speaker as is ignorance of how to combine bricks and mortar to a mason."—The late GEO. A. DORSEY (a famous psychologist).

## Good English gives you CONFIDENCE

### Striking Letters from Students

The many letters on file at the Regent Institute testify to the substantial benefits obtained by students who have taken the Postal Course in Effective English and Personal Efficiency. A few extracts:

"The Course has given me more confidence in my abilities. It has been throughout a source of interest and enjoyment. I shall keep the lessons and refer to them whenever in doubt or need of encouragement."

"I wish to express my gratitude for all that I have learned, and for the fact that I now have greater confidence in myself and in my future. I am no longer afraid to express myself in company."

"I regard this Course as a very sound investment. Outstanding among the benefits I have derived is the confidence I now feel in my ability to express myself clearly and directly. I believe that when I decided to embark upon this Course, I made a very real step towards the attainment of my ambition."

"I should like to thank my tutor for the splendid help given."

"I recommend this Course to anyone, irrespective of age or station. You may use my recommendation in any way which will bring this valuable course of study to the notice of the public."

## The Course for Busy People

Not only ambitious workers of all grades but professional men and women are among those who recognise the value of the original and stimulating system of training offered by the Course in Effective English and Personal Efficiency.

They are mostly busy people, and they find that the Regent method meets their need for clear, fascinating instruction that can be mastered in the odd minutes of the day. The main subjects covered by the instruction are:

How to Increase Your Vocabulary.  
How to Make Your Letters Interesting.  
How to Converse Fluently.  
How to Speak in Public.  
How to Develop Literary Taste.  
Everyday Errors in English.  
Words Commonly Misspelt.  
Words Frequently Mispronounced.  
How to Punctuate Correctly.

# Is Your English a Handicap?

By HUGH DRAYTON

THOUSANDS of men and women are handicapped because they cannot speak and write English correctly.

Every day you may be committing mistakes which depreciate you in the eyes of others. Are you sure of your spelling? Do you stumble over pronunciation? Is your grammar sound? Can you depend upon your English not "letting you down"?

There is a method by which you can guard against embarrassing blunders—the method embodied in the uniquely planned Postal Course in Effective English and Personal Efficiency conducted by the Regent Institute. Consider these distinctive features of the tuition:

- You learn the things that you need to know.
- Everything is explained with the utmost simplicity.

- You are not required to memorise tedious lists of rules. Not only do you learn how to avoid the errors that are most commonly made in the use of English, but you are shown how to increase your vocabulary and how to express yourself persuasively and forcefully.

### Read these Questions

- Do you suffer from a weak vocabulary?
- Have you difficulty in expressing yourself?
- Do you fail to influence others?
- Are you a poor conversationalist?
- Do you commit embarrassing errors in speech and writing?
- Are you unable to make your points effectively?

For these and similar weaknesses the Regent Course in Effective English and Personal Efficiency provides a thorough remedy.

pression—at the cost of a few minutes' study a day. This interesting booklet, which can be obtained free from the Regent Institute, should be in the hands of every ambitious man and woman.

## "The Best Investment I Ever Made"

THE Regent way to the mastery of English is the sure way and the swift way.

The Effective English Course is so planned that you make definite progress from the very first lesson. The tuition will show you how to speak and write correctly and to use words fluently and expressively. It will give you confidence and enable you to make the right impression on others.

This unique Course, which has gained widespread recommendation,

is within the means of everyone. Many students say that the moderate fee is the best investment they have ever made; many others write—"My only regret is that I did not take the Course sooner." Hundreds of people have told the Regent Institute what a stimulating and helpful influence this tuition has been in their lives.

Write to-day for particulars of the Effective English Course and learn what real and lasting benefit you can gain from it and how friendly and thorough is the method of tuition by post. All correspondence is confidential.

## Be a Master of English

Why Language-Power is Vital

### POST the COUPON TO-DAY

SUCCESS in almost every walk of life is dependent upon the ability to use the right word at the right time.

"In all the transactions of business the advantage lies with the man who knows the proper use of words," writes one of the well-known business men who have contributed striking messages to the Regent Institute's prospectus, "Word Mastery."

Have you ever realised that people are influenced by your manner of speaking and writing? If you fumble for words or make grammatical slips you are constantly giving an unfavourable impression of yourself.

The Regent Institute has evolved a system of instruction by means of which anyone of ordinary intelligence can be taught to express himself with clarity and force. The Course develops the qualities that make for success everywhere—clear thought, apt presentation of ideas and the ability to capture attention.

## Write for FREE BOOKLET "Word Mastery"

Post this coupon or write a simple request for the booklet, addressed to The Regent Institute (Dept. 338X), Palace Gate, London, W.8. Don't delay. Your English is all-important to you, and you cannot afford to neglect it.

### THE REGENT INSTITUTE

(Dept. 338X),

Palace Gate, London, W.8

Please send me, without any obligation on my part, a free copy of "Word Mastery."

Name .....  
(BLOCK LETTERS)

Address .....





## ARE YOU GAGGED BY THE "OLD SCHOOL TIE"

*When the Power to  
SPEAK can free you?*

THE road to success—in whatever sphere you choose, whether business, social life, factory work or the Services—lies indisputably with your ability to SPEAK; not just to say words, but the power to put your thoughts into that forceful or persuasive speech which alone can help you to advance along the lines that you will. You may be able to wear the "Old School Tie" and yet find this one of the subjects your higher education didn't touch; you may not have had the advantage of a University education and still win your way through to the really Big Things of Life!

### LEARN ABOUT THE NEW EASY METHOD

A unique book, entitled "How to Work Wonders with Words," explains how to acquire the ability to speak effectively, develop poise, personality; how to banish timidity, self-consciousness, and lack of confidence.

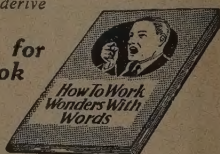
WILFRED PICKLES, the former B.B.C. Announcer, says: "I have found 'Effective Speech' extremely interesting and helpful, and those who will study it will derive considerable benefit."

**WHAT THIS BOOK  
WILL SHOW YOU**  
How to address  
business meet-  
ings.  
How to promote  
business through  
speech.  
How to train your  
memory.  
How to make the  
right impression.  
How to propose  
and respond to  
toasts.  
How to make an  
announcement.  
How to write better  
letters.  
How to enlarge  
your vocabulary.  
How to develop  
self-confidence.  
How to acquire a  
winning person-  
ality.  
How to overcome  
fear.

**Send 2d. Stamp for  
this Amazing Book**

Write or post coupon  
TO-DAY—

THE SPEAKERS' CLUB  
(Dept. LC/ES6)  
MARPLE, CHESHIRE.



**THE SPEAKERS' CLUB**  
(Dept. LC/ES6), Marple, Cheshire.

Please send me your inspiring book, "How to Work Wonders with Words." I enclose 2d. in stamps.

NAME.....

ADDRESS.....

## ORDINARY WRITING AT 120 words per minute

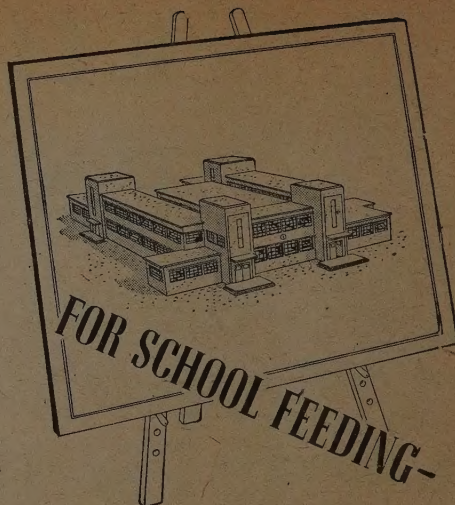
Great New Invention as Alternative to Shorthand.

Dutton Speedwords—written in ordinary alphabetic letters—can be used for rapid note-taking from the first hour of study. Based on a scientific word-frequency analysis, the abbreviating rules are so powerful that ordinary running matter averages only two letters per word. The invention can be used for any language, and moreover has an exciting future as an all-nations correspondence medium because all nationals write the same Speedword forms. Warmly commended by G. Bernard Shaw, Prof. Hogben, F.R.S., Dr. Joad, and the Dean of Canterbury.

Send 3d. for test lesson and details of 8-lesson postal course and high-speed appendix, worked through in 20-24 hours of actual study.

### DUTTON SPEEDWORDS

(GS2) 92/3, Gt. Russell Street, London, W.C.1.



Calor Gas is an individual gas installation the ideal  
for sites isolated from mains. It is  
adaptable to any size of job—school canteen, wayside café, building, camp, or  
isolated factory. If you would like to  
know more about its adaptability to your  
particular problem, please get in touch  
with :—

## 'CALOR' GAS

(DISTRIBUTING) Co., Ltd., Belgrave House, Belgrave Street, W.C.1

Have YOU an account with us?  
If not, why not open  
one?

Write for Catalogue  
and Terms of Business

We have served the  
Service for over 60  
years, this is your  
assurance of absolute  
satisfaction.

Our experience is your  
benefit. Our Service is at  
your Service. Our repu-  
tation is your Guarantee.

No. 204  
Outstanding  
value is this  
Musquash Coney  
coat. £56.8.11.

Phones:  
South Godstone  
2165.  
Central 2188.

No. 427.  
Delightful model.  
Supplied in vari-  
ous new shades.  
£19.11.7.



DEPARTMENTS:  
Jewellery, Watches,  
Rings, Gifts, Cutlery;  
Brush Sets, Ladies'  
Clothing, Nurses'  
Outfits, Furs, Fur  
Coats, Handbags and  
Leather Goods.

**E. J. FRANKLAND & CO., LTD.**  
ESTABLISHED SINCE 1885

MAIL ORDER DEPT. (DESK L), MARLE HOUSE, SOUTH  
GODSTONE, SURREY.

LONDON SHOWROOM: NEW BRIDGE STREET HOUSE  
(opposite P.O.), NEW BRIDGE STREET, LUDGATE CIRCUS, E.C.4.

Hours of Business: 9-5 Saturday: 9-12.



I'm sure of a fair deal  
from  
my own  
shop!



She's a co-operator,  
of course! By shop-  
ping at a British  
Co-operative Stores

she shares the benefits with the 9,000,000 men  
and women who are equal owners.

Last year co-operators received £35,000,000  
in dividend from *their own* shops.

These 9,000,000 members have a vote and  
a voice in local co-operative affairs. They  
elect co-operative management committees  
from their own number. That's democracy  
in business! It makes for fair shares all  
round!

### Consider these advantages

#### CONSUMER CONTROL

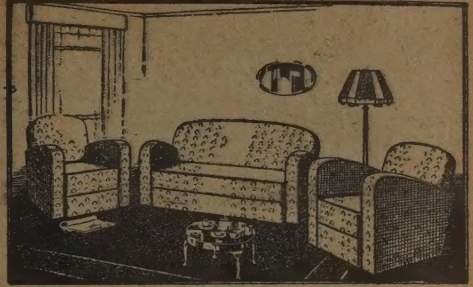
Through membership you have access to  
the meetings of your Co-operative Society  
to enable you to express your views on the  
Society's affairs.

#### DIVIDEND

Tangible evidence of the non-profit motive  
of Co-operative trading comes to you in  
this cash return on your purchases.



## "For Furniture of Distinction"



### FULL RANGE OF UTILITY

ALSO NON-UTILITY, DOMESTIC, OCCASIONAL,  
SECOND-HAND & ANTIQUE FURNITURE,  
NON-UTILITY SPRING INTERIOR MATTRESSES,  
KITCHEN UNITS, LINOLEUM, CARPETING, etc.

### REPAIRS A SPECIALITY

ESTIMATES GIVEN

WITHOUT OBLIGATION, ENQUIRIES WELCOMED

STORAGE SPACE AVAILABLE

### TERMS ARRANGED.

CALL, 'PHONE OR WRITE

Courteous and Prompt Service—Business Hours: 9-6, Saturdays 9-12.30  
Other times by appointment

## SUBURBAN SUPPLIES

73, CURTAIN ROAD, GT. EASTERN STREET, E.C.2  
BISHOPSGATE 6735

## EXAMINATION SUCCESS FULLY GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date Home Preparation Courses for Municipal Examinations, including:

Sanitary Inspector (Jt. Board)

Meat and Food Inspector

A.R.San.I., M.R.San.I.

Institute of Housing

Weights and Measures Inspection

Diploma of M.R.I.P.H. & H.

College of Preceptors' Certifc.

London Matric. & B.Sc. (Eng.)

The New PROMOTION EXAM.

Chartered Institute of Secretaries

A.R.V.A., A.C.C.S.

Inst. M. & Cy. Engineers

A.M.I.C.E., A.M.I.E.E.

A.M. Inst. W. & H.S., etc.

### THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to  
do so, then your tuition fee will be refunded in full.

### POINTS IN OUR TUTORIAL SYSTEM

- Fees are inclusive of the latest editions of all necessary standard text books.
- All fees may, where desired, be paid by moderate monthly instalments.
- All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal Examination requirements.
- Our Pass Record in all examinations is consistently well over 90 per cent and includes many top places.

You are invited to fill in and post the attached coupon or write for a FREE copy  
of our new Municipal Guide which will be gladly sent free and without any  
obligation whatever on your part while stocks last.

**CHAMBERS  
COLLEGE**

Dept. 212  
148, HOLBORN  
LONDON, E.C.1

**COUPON**  
CHAMBERS COLLEGE (Dept. 212)  
148, HOLBORN, E.C.1

Please send me your MUNICIPAL GUIDE

NAME .....

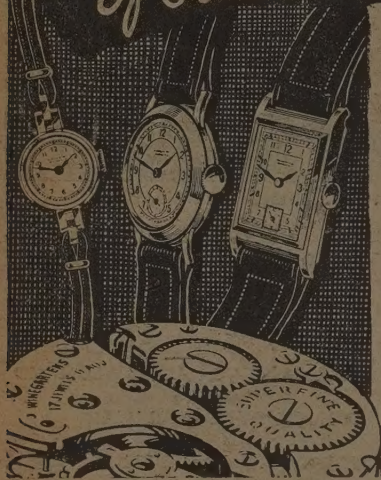
ADDRESS .....

Exam. in which interested.....

(Id. stamp only required if unsealed)



# Half a Century of Service Quality & Value



If you cannot call, order by Post. Write us your requirements and we will be pleased to answer with descriptions and prices. Goods ordered by Post, if not suitable, Money returned in full.

THE products of the House of Winegartens are recognised the world over as the "Hall Mark" of quality and reliability.

A Winegarten Watch is a much-sought after possession. Any man or woman fortunate to own one will readily admit, with pride and pleasure, that there is no better Watch. Similarly, a woman will express more delight and pleasure over a Winegarten Ring or piece of Jewellery than any other would-be comparison.

There is good reason for this reputation—it is because Winegartens are specialists in the goods they make, and this covers not only Watches and Jewellery, but Cutlery, Clocks, Silverware and Plate, Sports goods, Cups and Medals, etc.

**HOURS:**  
Monday to Thursday  
9.30 to 6.  
Friday 9.30 to 2.  
Saturday closed all day.

**WINEGARTENS LTD.**  
157, BISHOPSGATE, E.C.2.

**PHONE**  
BISHOPSGATE  
1786  
2 LINES



## A "Now or Never" Opportunity LADIES' HIGH-CLASS TAILORED COATS AT Pre-Budget Prices



This offer holds good as long as our present stocks remain. Styles include fashionable designs by Ledux, Shepherdale, Conjax and others. Prices from £10. Home approval ensures your complete satisfaction with fit, style, colour and quality. Write for details of terms, etc.

**MORTONS**

**Depts. cover:** Clothing for Ladies and Men, Furnishings, Radio, Cycles, Prams, Jewellery, Cutlery and Plate, Leather Goods, Electrical Goods, etc.

Write us about YOUR present needs.  
**Dept. MO, Highbury Place,**  
London, N.5

## AN AUTHORITATIVE 100 pp GUIDE TO CAREERS (SENT FREE ON REQUEST)

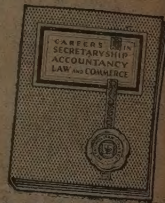
Is issued by the Metropolitan College, the leading Commercial, Professional and University Training Institution in the British Empire.

### EXPERT POSTAL COACHING

for all 'Accountancy, Secretarial, Banking, Legal, and Insurance Exams, for Professional Preliminary Exams, Matriculation, London University Degrees, Diploma in Public Administration and many (non-exam) Courses in business subjects, etc.

### INVEST IN YOURSELF—IT PAYS!

Write today for the FREE "Guide to Careers" which shows clearly how to secure that advancement upon which your future happiness depends. Mention exam. (if any) in which you are interested.



**METROPOLITAN COLLEGE**  
(G3/2), ST. ALBANS (or call 30, Queen Victoria St., London, E.C.4.)

# DUNLOP & RANKEN LTD LEEDS

TELEPHONE 27301 (20 LINES)

**STEEL SECTIONS & BARS  
PLATES SHEETS HOOPS ETC**

**STRUCTURAL  
STEELWORK**